University College of the North

2008-2009
Annual Report

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Committed to Aboriginal and Northern Learners

University College of the North (UCN) offers students quality education. They can earn certificates, diplomas and degrees.

More than 286 qualified faculty, staff and Elder services provide the best of instruction and support for 2,345 students. There are campuses in The Pas and Thompson, and our network of regional centres in 12 northern communities also offer programs and services.

The Pas Campus
7th and Charlebois, The Pas, Manitoba R9A 1M7
Phone: 204.627.8500
Toll-Free: 1.866.627.8500

Thompson Campus
504 Princeton Drive, Thompson, Manitoba R8N 0A5
Phone: 204.677.6450
Toll-Free: 1.866.677.6450

Regional Centres
Bunibonibee Cree Nation (Oxford House), Chemawawin Cree Nation (Easterville), Churchill, Flin Flon, Mathias Colomb First Nation (Pukatawagan), Misipawistik Cree Nation (Grand Rapids), Nisichawayasihk Cree Nation (Nelson House), Norway House Cree Nation, Pimicikamak Cree Nation (Cross Lake), St. Theresa Point First Nation, Swan River, Tataskweyak Cree Nation (Split Lake)

Message from the Governing Council Chair

The 2008-2009 Annual Report offers another indicator on UCN's journey towards the pursuit of becoming a post-secondary institution of excellence. It is important to celebrate our accomplishments but more importantly, to recognize those who have made and continue to make UCN a driving force not only in the north, but in Canada.

UCN's leadership, independent critical thinking, and ongoing awareness of its social and environmental responsibilities continue to impact not only Northern Manitoba, but Manitoba overall. We are also reaching out and forward throughout Canada and internationally.
UCN will build on these successes to create an academically strong, student-centred learning environment for the north, for Manitoba, and for Canada.

Maintaining accessibility to post-secondary education continues to be an important issue for Manitoba, but more so for Northern Manitoba. We need to ensure that UCN can and will offer leading faculty, modern equipment and facilities, and quality student services.

We continue to grow not only in terms of students, but in the development of unique cutting-edge programs that are reflective of Northern Canada and of Aboriginal culture. We continue to work towards developing our research capabilities in areas indicative to the north and developing new initiatives.

No matter the size, whether large or small, UCN will always recognize the inherent value of our students, faculty, and professional and support staff... all of whom are the very foundation of this institution.

The Governing Council is grateful to all—be it students, faculty, staff, alumni, and friends of the institution—who have worked beside us and with us as we continue our pursuit of excellence and originality.

Mr. Lorne C. Keeper, Chair
Governing Council

Message from the President

We are pleased to present to you the 2008-2009 Annual Report. The University College of the North has made great strides over this year in providing opportunities for northern learners by focusing on accessible post-secondary education in the north.

The 2008-2009 year has seen much progress made with the capital projects in partnership with both the provincial and municipal governments. Much work and many meetings have gone into the initial stages of our capital projects in order to ensure that the projects are appropriate and in keeping with UCN philosophies and practices. Site development continues and the finalizing of the functional plan will ensure that the projects proceed.

One of the major initiatives focused on this year has been the move to an outcomes-based evaluative approach. To that end, workshops have been held with a number of division and department areas resulting in strategic and action-oriented goals as well as division and department mission statements that tie into the overall UCN mission and vision statements. This process has occurred simultaneously with the development of the 2010-2015 strategic plan document. Over the 2008-2009 year, consultation processes have occurred with a variety of stakeholders specific to the creation of the next five-year strategic plan for UCN. This plan is being presented for approval during the fall of 2009 and will be implemented January 1, 2010. We were encouraged that both processes yielded much of the same information – that UCN is a leader in creating partnerships across our constituent groups (communities, industry and other post-secondary institutions) for the express purpose of advancing education in the north.

This year, UCN embarked on a fundraising campaign. The On the Path to the Future : Realizing Northern Opportunities and Dreams campaign – currently in the quiet phase, will provide a vehicle for greater visibility of UCN in a broader context. We have engaged the assistance of Ketchum Canada Inc. (KCI), an advanced philanthropy organization and will be working with a campaign director from KCI until the completion of the campaign.

Dr. Denise K. Henning
President and Vice-Chancellor

UNIVERSITY COLLEGE OF THE NORTH

Mrs. Stella Neff

Council of Elders

Chair

Elder Stella Neff, Misipawistik Cree Nation (Grand Rapids)

Elders

Elder Theresa Bighetty, Mathias Colomb First Nation (Pukatawagan)
Elder Mabel Bignell, Opaskwayak Cree Nation
Elder Ted Chartrand, The Pas
Elder Emma Gossfeld, UCN Resident Elder, Thompson Campus
Elder Nicholas Halcrow, Pimicikamak Cree Nation (Cross Lake)
Elder Martha Jonasson, Wabowden
Elder Norma Leahy, Thompson
Elder John Martin, UCN Resident Elder, The Pas Campus
Elder Madeleine Spence, Nisichawayasihk Cree Nation (Nelson House)
Elder Wellington Spence, Nisichawayasihk Cree Nation (Nelson House)
Elder Ralph Thomas, Chemawawin Cree Nation (Easterville)
Elder Emma Jane Wood, Garden Hill

Elders are respected and honored by their communities for their spirituality, wisdom, high intelligence, knowledge, life experiences and teachings.

Elders have a deep understanding of people and communities. Elders are recognized for their gifts, for their love and knowledge of the land and the language, and for their knowledge of traditions.

Within UCN, Elders are role models, resources, and advisors, providing guidance and support to students, staff and administration. They are ambassadors for UCN in the larger community.

Chancellor Ovide Mercredi

Governing Council

Chancellor

Chief Ovide Mercredi

Chair

Mr. Lorne C. Keeper

Vice-Chair

Dr. Laara Fitznor

President & Vice-Chancellor

Dr. Denise K. Henning

Council Members

Appointed by Government:

Mr. Dwight Botting

Ms. Beverly Fontaine

Ms. Sharon McKay

Ms. Trina McKellep

Ms. Billie Moore

Mr. Mike Pulak

Mrs. Ana Rodriguez

Mr. William Shaffer

Ms. Jennifer Williams

Appointed by UCN Governing Council:

Ms. Judy Mayer

Mr. John Solomon

Selected by UCN Staff and Faculty:

Ms. Patty Klimchuk

Mr. Brian Roque

Dr. Maureen Simpkins

Council of Elders Representative

Elder Martha Jonasson

Learning Council Representative

Mr. David Williamson

UCN Tri-Council Executive Officer

Ms. Judith R. Elaschuk

Dr. Kathryn McNaughton

Learning Council

Chancellor

Chief Ovide Mercredi

President & Vice-Chancellor

Dr. Denise K. Henning

Chair

Dr. Kathryn McNaughton, VP Academic & Research

Vice-Chair

Mr. David Williamson, Faculty of Arts and Science

Council of Elders Representative

Elder Ralph Thomas

Governing Council Representative

Dr. Laara Fitznor

Vice-President

Konrad Jonasson, VP Community-Based Services

Deans

Mr. Al Gardiner, Dean of Education

Gina Guiboche, Dean of Student Development

Dr. Norma Jo Baker, Dean of Arts and Science

University Faculty

Ms. Sandra Barber, Faculty of Arts and Science

Dr. Peter Cole, Faculty of Arts and Science

Ms. Bijou Howatt, Faculty of Health

Ms. Donna Kozun, Faculty of Health

Dr. Sue Matheson, Faculty of Arts and Science

Ms. Sharon McLeod, Faculty of Arts and Science

Ms. Vicki Zeran, Faculty of Health

College Faculty

Ms. Marie McGregor-Pitawanakwat, Faculty of Business

Mr. Gary Melko, Faculty of Trades and Technology

Ms. Barb Carlson, Faculty of Education

Ms. Terralyn McKee, Faculty of Education

Mr. Alan McLauchlan, Faculty of Health

Mr. Rob Helstrom, Faculty of Trades and Technology

Ms. Linda Anderson, Faculty of Education

Academic Advisor/Counselor

Ms. Jackie Fitzpatrick

Students

Mr. Jeff Cook

Mr. Gilbert Fredette

Ms. Tara Tetrault

Ex-Officio

Dr. Stan Gardner, Dean of Library and Instructional Services

Ms. Carol Girling, Director of Enrolment Services and Registrar

Ms. Linda Melnick, Director of Academic Development

Dr. Peter Nunoda, Dean of Health

Dr. Selvin Peter, Dean of Technology and Trades

UCN Tri-Council Executive Officer

Ms. Judith R. Elaschuk

About University College of the North

The University College of the North (UCN) has experienced much growth over the 2008-2009 academic year.

UCN's Governing Council Ends Statements are:

1. Knowledgeable, Empowered People and Communities;
2. Respect for Aboriginal Cultures and Identities and for Diversity;
3. Research Capacity Developed for the North;
4. An Educated Populace for Social and Economic Development of the North;
5. Accessible, Equitable, Affordable, and Relevant Further Education Where People Live.

Mission Statement

Northern communities and people will have opportunities, knowledge and skills to contribute to an economically, environmentally, and culturally healthy society that is inclusive and respectful of diverse northern and Aboriginal values and beliefs.

Values

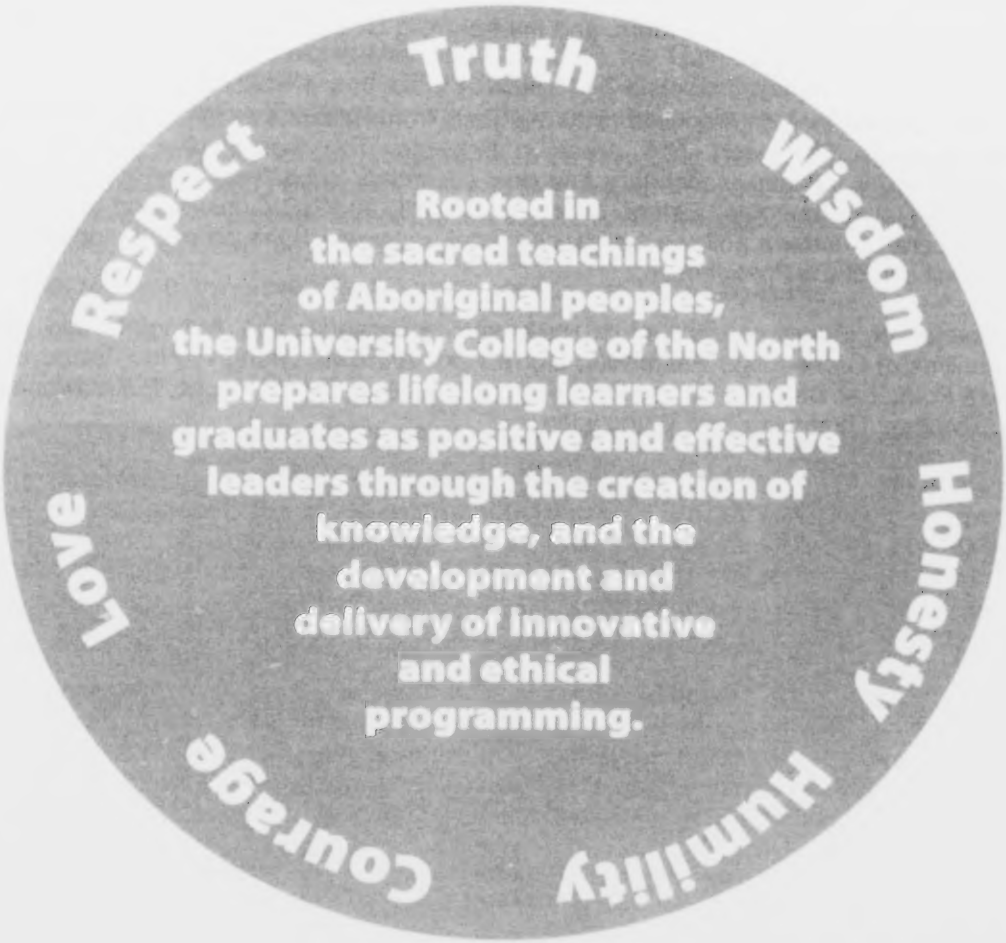
The University College of the North seeks to create a sense of community in which staff and students value excellence, fairness, honesty, integrity, tolerance, respect and service. We believe our operations must be aligned with the principles of justice, respect for others and responsible care. The University College of the North values academic freedom, equity and diversity. We strive to create a culture of open communication, shared decision making and equity of opportunity. We believe in the transforming effects of education and that we have a leadership role to play in the human resource development of the people of Northern Manitoba.

Guiding Principles

The following guiding principles serve as the foundation for the strategic plan for the University College of the North (UCN):

- That UCN be learner-centred with the interests of the students placed above all others in order to support their growth through life's journey;
- That UCN be characterized by a culture of respect, openness, inclusiveness, and acceptance;
- That UCN reflects the Aboriginal reality and cultural diversity of the North;
- That Elder involvement is respected throughout;
- That UCN be dedicated to community and northern development in the widest sense: cultural, economic and environmental;
- That UCN be regionally and community-based, adopting innovative curriculum design and delivery to serve a vast territory;
- That UCN has a strong labour market focus.

Vision Statement



Governance

The University College of the North operates within a tricameral system that includes the Governing Council, Council of Elders, and the Learning Council. All of them are mandated by the UCN Act.

The Governing Council is comprised of 20 members from locations as far south as Winnipeg to as far north as Thompson, plus areas in between. The membership provides a wide representation of industry, secondary and post-secondary education, northern and southern communities, the Council of Elders, Learning Council, and UCN faculty and students. The Council operates under a policy governance model under which the policies guide the work of the Council and of the President.

The Council of Elders consists of 16 members representing the Aboriginal and northern communities of Cross Lake, Easterville, God's Lake Narrows, Grand Rapids, Island Lake-St. Theresa Point, Lac Brochet, Nelson House, Norway House, Oxford House, Pukatawagan, Split Lake, The Pas, Thompson, and Wabowden.

The involvement of the Council of Elders in ongoing activities of UCN has included, but is not limited to, representation on the Learning and Governing Councils, as well as the standing committees of the Learning Council and selection committees for UCN positions. The Council provides guidance on academic development, and actively participated in conferences such the Northern Heterotopias Conference, Gathering our Nations Sharing our Knowledge—Honekwe Story Telling Gathering Conference, and UCN's Linkages conference.

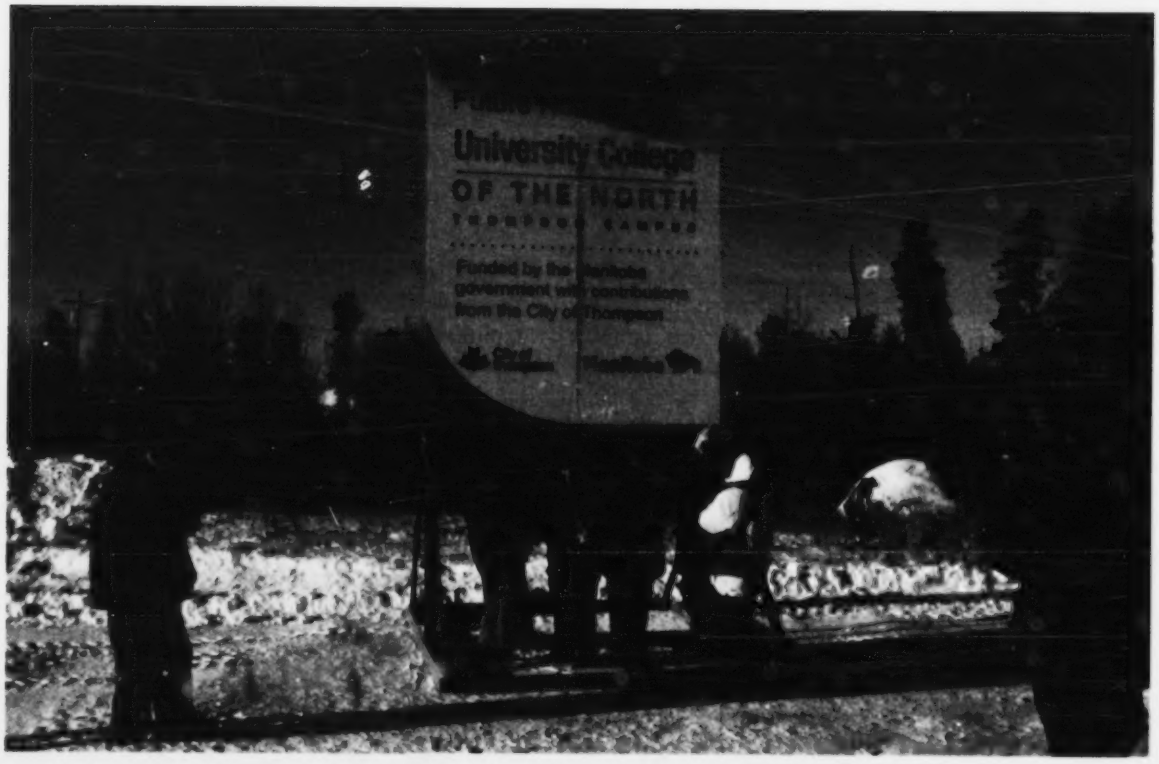
The composition of the Learning Council is comprised of up to 29 members representing college and university faculty, academic administration, academic resources, academic services, the student body, the Governing Council, and the Council of Elders. Its standing committees ensure representation from the Council itself, but also from various constituencies throughout UCN to ensure a broad representation of knowledge, ideas, and input.

The Learning Council has worked diligently throughout the 2008-2009 year on ongoing academic planning, strengthening academic standards, developing new degree and diploma programs, updating current degree and diploma programs, moving towards a learner-centered model, and strengthening its academic governance structure. During this academic year, the Learning Council adopted the Kerr & King model for its operating procedures to ensure a consistent approach to decision making is used. As the body responsible for the academic integrity of UCN, Learning Council benefits from the participation of individuals from all program areas.

Some of the key activities undertaken by the tri-councils this academic year include:

- Two members of the Governing Council attended the World Indigenous Peoples Conference: Education (WIPC:E) held on the traditional lands of the Kulin Nation, Melbourne, Australia from December 7th to 11th, 2008. WIPC:E is a triennial conference that provides a forum for indigenous peoples and education professionals to come together, share, learn, and promote best practice in indigenous education policies, programs, and practice.
- Blessing of the Land Ceremony on the site of UCN's new campus in Thompson.

- Continued work with UCN's On the Path to the Future Campaign
- Launch of UCN's new branding and logo
- Development of early learning and care facilities for UCN's students in The Pas and Thompson
- Annual all-staff retreat held in May and hosted by the Governing Council. The Learning Council, Council of Elders, and UCN's faculty and staff participated. The theme for the retreat focused on meeting and working with organizational change.
- Annual Governing Council fall retreat focused on reviewing UCN's vision and mission, the status of the 2004-2009 Strategic Plan, and planning for the 2010-2015 strategic plan. The Council invited the participation of the managers from the various department and division areas within UCN, and the members of the Learning Council.
- Annual review of the Governing Council's policies and UCN's by-laws.



Administration - Operations and Infrastructure

The University College of the North and the Provincial Government of Manitoba are working hard to complete the functional program plan and the master plan for the Thompson campus site. The stakeholders continue to work with the architects to move the pre-design work forward and finalize the housing design. The capital projects are being moved forward through an integrated design process, which is a collaborative method for designing buildings that emphasizes the development of a holistic design. UCN continues to involve its northern partners through community consultations which is in keeping with the UCN commitment to respecting community knowledge and values, acknowledges the vital role of business partners in the development of UCN and the role of UCN as the catalyst for economic and social change. The capital project has seen the inclusion of the 70 early child education spaces in Thompson and The Pas being brought under the umbrella of the main project given the integrated need for early child education programs and the needs of the students UCN serves.

The strategic priorities identified by UCN in the area of Operations and Infrastructure Development are:

- Replacement of the Thompson campus facility – site analysis has been completed along with the finalizing of the master plan. In addition the functional plan is nearing completion with continued work on the pre-design. The construction start is tentatively scheduled for mid 2010.
- Capital enhancements/renovations of The Pas Campus – the functional programming has determine the space requirements for the planned renovation and expansion of The Pas site. A space prioritization has been conducted and shared by UCN with construction to tentatively start mid-2010.
- Minister of Advanced Education and Literacy established a UCN Redevelopment Steering Committee, chaired by the deputy minister, and whose mandate is to provide oversight and direction for the redevelopment of the University College of the North. The committee has continued its work in ensuring the project moves forward as planned, which includes the housing component.
- Working with the Minister of Housing and Childcare, UCN sourced $4.8 million for Thompson and $4.2 million for the development of affordable housing for UCN students. The housing projects are currently being designed and construction is scheduled for late 2009 or early 2010. The project is currently looking at 24 units in each site.
- It is incumbent upon UCN to provide and maintain the existing learning and administration environments that support a clean, safe, welcoming atmosphere and is respectful of the diverse population we serve. The Workplace Safety and Health Committee has continued to work to ensure the workplace and learning environment of staff and students is safe and that a comprehensive Safety Management System is established. Related to safety, an Emergency Measures Plan is in progress and will define the measures that must be adhered to in the event of a critical incident. UCN continues to develop processes and procedures along with planning for infrastructure which will help ensure the safety and comfort of our staff and students.
- A Policy Committee has been established and continues to review and revise policies and procedures to reflect the transition from a college to a university college and to be current with social and economic change in the region. The committee has now reviewed and redrafted many policies along with a policy guideline being established. Work continues to review and develop all of UCN's policies over the next few years.

The University College of the North is committed to creating and maintaining environments that respect diversity, professionalism, wellness and human dignity. UCN is promoting an institutional culture that values the contribution of all who enter our path.

Information Technology

The University College of the North service area includes all of the geographic land mass north of the 53rd parallel. Distributed learning technologies, including videoconferencing and Internet-based delivery, are essential to University College of the North to ensure access to education throughout Northern Manitoba.

The IT division now supports 1,031 computers, 174 printers and 76 servers in 15 locations.

In the 2008-2009 year, the information technology division:

- Upgraded all computer labs at all locations to the Microsoft Vista operating system;
- Replaced one computer lab in the St. Theresa Point regional centre;
- Upgraded the communications link in St. Theresa Point from two-way satellite to DSL from MTS;
- Upgraded the communications link in Flin Flon from DSL to a 2 mbps PDN connection;
- Prepared a funding proposal to upgrade the communications links in The Pas and Thompson to fiber light paths. The proposal was funded through MRnet and CANARIE. The first link between Thompson and Winnipeg is expected to be in place in March 2010. The second link is expected to be installed by September 2011;
- Continued working with Grand Rapids in planning a new building to house the UCN regional centre;
- Continued working with Merlin, the PDN, and Manitoba Network Task Force to upgrade UCN's communications links;
- Continued implementing the UCN Disaster Recovery plan as follows:

  Virtualizating servers

  Created a secondary (backup) server room in Thompson and The Pas

Through these upgrades and enhancements, UCN continues to build a strong and stable infrastructure.

Finance

The finance division of the University College of the North (UCN) includes the following departments: finance, purchasing, facility services and ancillary services (comprised of the bookstores and cafeteria).

The finance department consists of 11 staff members. The chief financial officer (CFO) leads the team. Also included in the team is the finance supervisor, finance analyst, two finance assistants, administrative assistant to the CFO, finance clerk, accounts payable clerk, accounts receivable clerk, accounts coordinator and the cashier. This very capable team handles all of the finances at UCN. The finance team provides support for all initiatives through purchases,

payments, receipts, reports, monitoring budgets, program costing, reporting to the Governing Council through the Finance Committee, governmental reporting, and other financial requirements.

Purchasing

The purchasing staff consists of 2.75 members. The team consists of the purchasing agent, shipping and receiving clerk, and the shared position purchasing/bookstore clerk. This department is responsible for all purchasing, shipping and receiving activities within UCN.

Facility Services

The facility services team consists of nine staff members. This team is led by the facility and environmental health and safety manager. Within this area, is the janitorial supervisor who is supported by the maintenance and garden worker and six building service workers. The janitorial staff are responsible for ensuring the first impression of our campus is a good one, both for the first view as you drive up to UCN and after you enter our building. They provide a clean, healthy and safe environment for all and maintain the grounds all year.

Ancillary Services (Bookstores and Cafeteria)

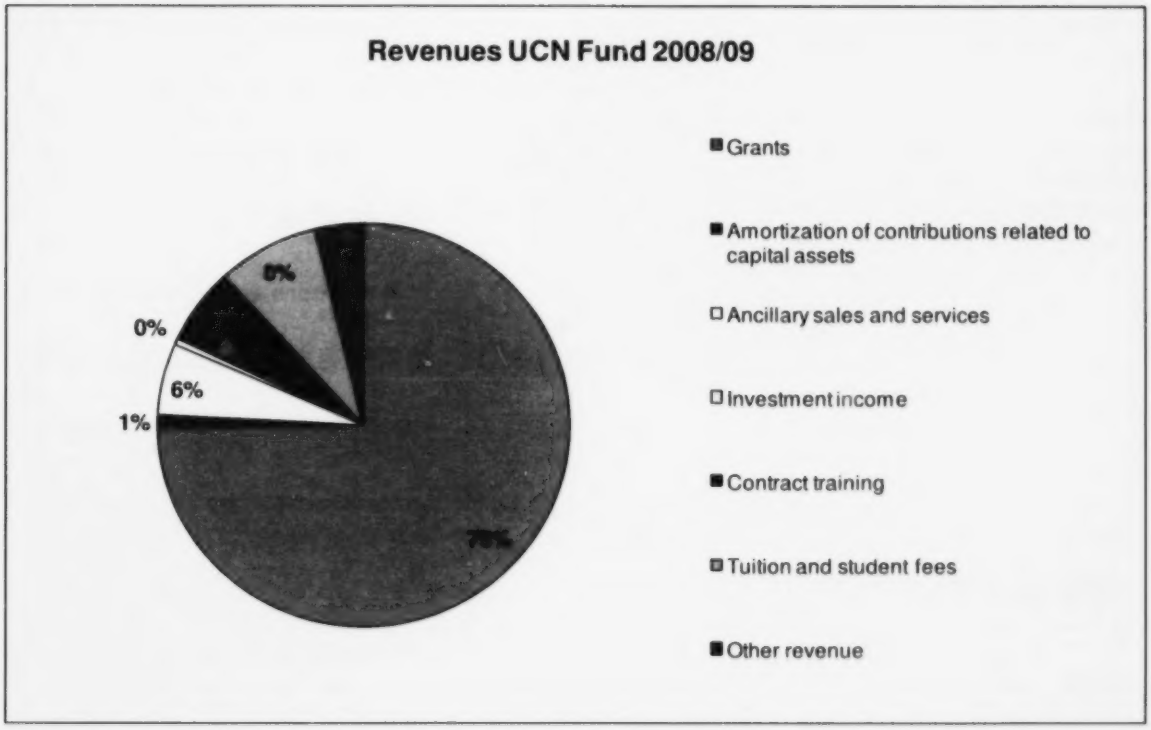
The ancillary services within UCN are led by the ancillary services manager. The bookstores (Thompson and The Pas) employ 4.25 staff members. The team consists of the bookstore manager, three bookstore clerks, and the other portion of the shared position purchasing/ bookstore clerk. The bookstores promote UCN through special orders and the Aboriginal culture through the sale of products and books as well as the advertising of special event. The bookstores makes use of the web portal in promoting and selling their products.

The cafeteria staff consists of five members including the cafeteria supervisor and four cooks. The cafeteria provides full breakfast, lunch and supper service from Monday to Friday as well as snacks throughout the day. The cafeteria also provides a work experience atmosphere for the Commercial Cooking students each year.

Operational Results

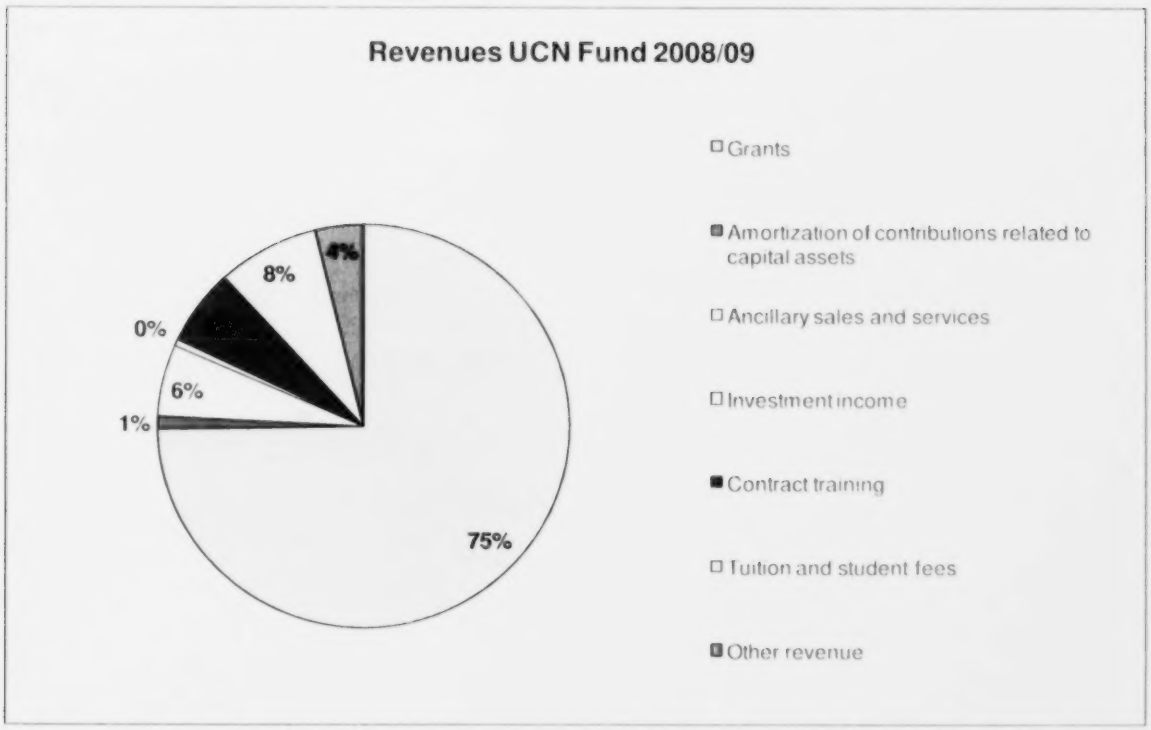
Provided here is a brief review and analysis of the university college's operational results and financial position for the year ended June 30, 2009. UCN's financial statements are subject to audit by the Office of the Auditor General of the Province of Manitoba and are included in this Annual Report.

As a result of additional programming, including the Kenanow Bachelor of Education Program, tuition revenue increased by 9.2% from 2007-2008.



In 2008-2009, ancillary sales and services experienced increases over the 2007-2008 fiscal year in revenues in both the cafeteria and residence. The increases were as follows:

Cafeteria 18.9%
Residence 24.9%



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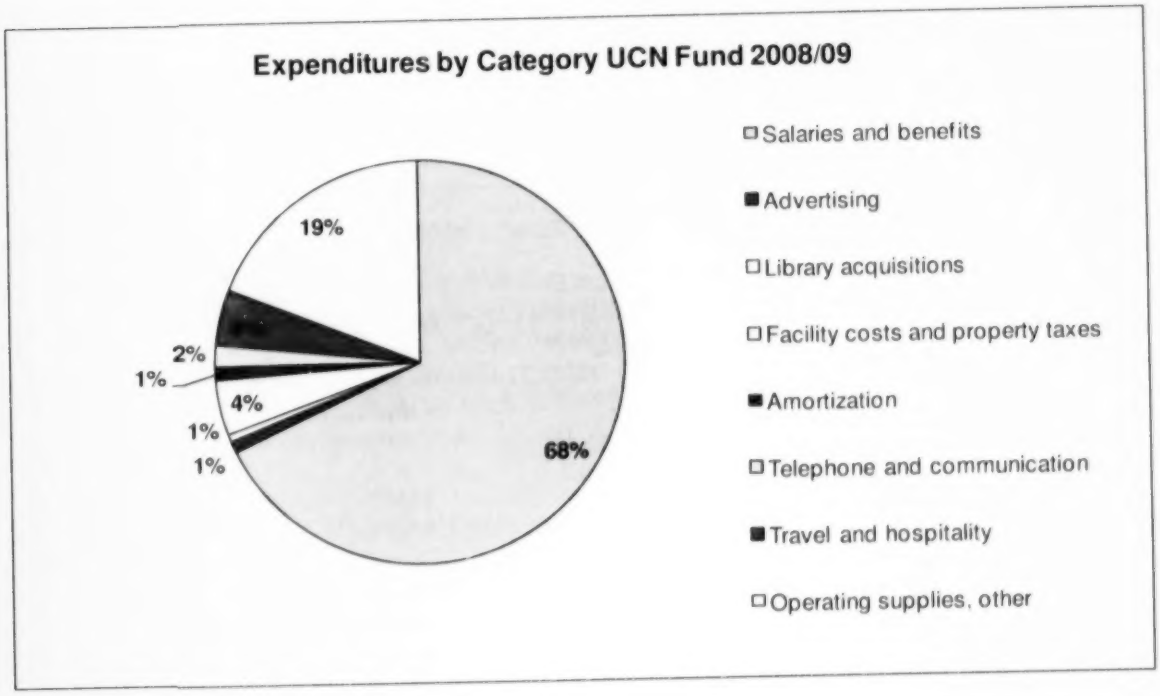
The increased costs associated with the growth in revenues are reflected in the expenditures. Expenditures are grouped by function and shown in the following graph:



Academic Programs

The UCN academic division, in collaboration with the wider community, prepares individuals to become productive, knowledgeable and skillful citizens informed by the best practices in their field of study. Programs embrace a philosophy of lifelong learning, which supports the development of reflective, ethical and culturally sensitive individuals. This reflects the mandate of the University College of the North, which recognizes the need for a learner-centred approach that is sensitive and responsive to community needs. Faculty and students are engaged in study, work experiences, and scholarly activities that advance knowledge, support enhanced practice, and maintain a high level of currency within programs.

The university college identifies seven core values:

- justice
- respect
- generosity
- excellence and education
- honesty and integrity
- privacy
- stewardship

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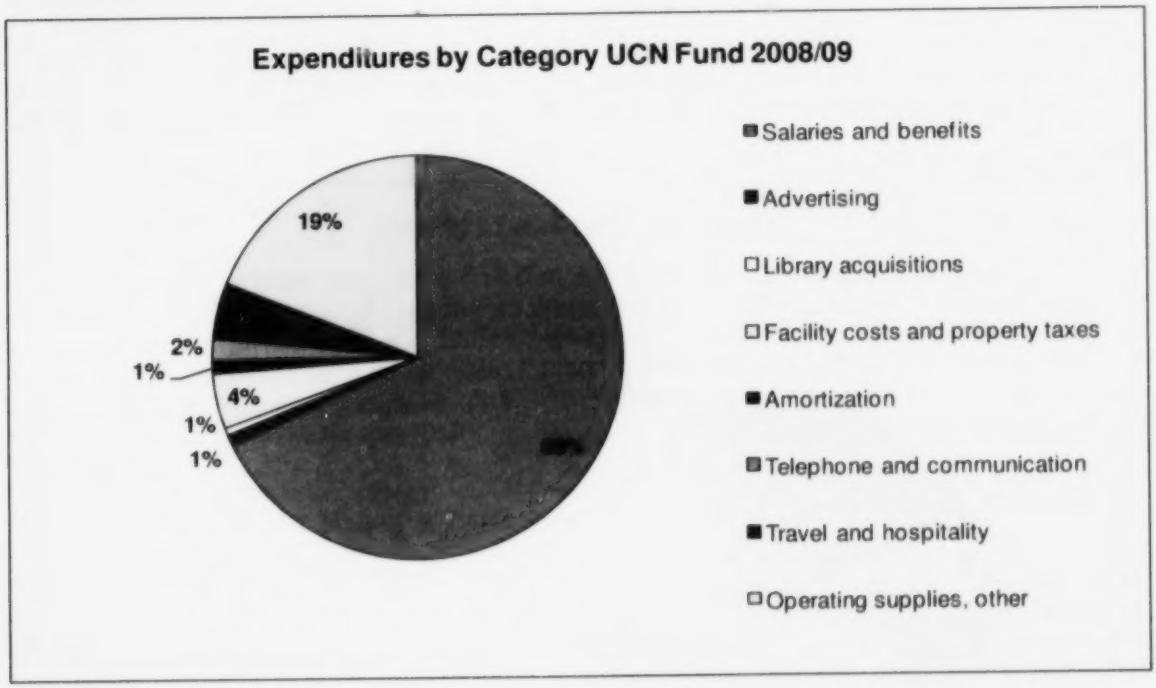

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- privacy
- stewardship

Within the academic division, these values are reflected in programs which involve students in carefully planned and implemented learning experiences, opportunities to practice skills in supervised practicum settings, and involve students as participants in service and research opportunities. Laddered programs encourage learners to move from a certificate to a diploma in Early Childhood Education, for example. The development of new programs within the academic division has been informed by a need to be responsive to the community. Each of the programs in the academic division is encouraged to have a program advisory committee which ensures that curriculum, delivery and content continues to meet the needs of the specific area. We are accountable to our community through the quality of our graduates, our continued linkages with partner groups, and the relationships that have been forged through community-related activities. The Kenanow Bachelor of Education Degree Program launched in 2008. The highly successful program attracted students to both The Pas and Thompson.

The core activities of the academic division focus on the provision of a wide variety of programs at the pre-entry, certificate, diploma and degree levels. Within the planning cycle represented in this document, increased attention will be paid to service opportunities (both internal and external to UCN), scholarly activity (teaching faculty) and student research opportunities.

Faculty of Arts and Science

Function of the Faculty

The faculty of arts and science consists of four areas: Aboriginal and Northern studies; humanities; social science; and science. Each of these are chaired by a faculty member within the area.

The faculty of arts and science will be offering three undergraduate degree majors: Aboriginal and Northern Studies; English; and Sociology, through courses offered at The Pas, Thompson, and Norway House. In 2009, a new bachelor of science degree program is being initiated. The dean of arts and science is also responsible for academic and financial oversight of three college diploma programs included in the faculty of arts and science: Natural Resource Management Technology; Restorative Justice and Conflict Resolution and Aboriginal Self-Government.

The faculty of arts and science works closely to provide course opportunities to students in the UCN Bachelor of Education Degree Program, the UCN Bachelor of Nursing program, and the University of Manitoba Northern Social Work degree program.

Brief Summary of the Department's Achievements in 2008-2009

The development and consolidation of degree-level programming in arts and sciences continued in 2008-2009. Key highlights of these activities include the following:

- Both English and sociology bachelor of arts major and minor programs were approved by the Faculty Council and Learning Council. These new majors also serve the bachelor of education degree programs as English qualifies as a major or minor teachable, and sociology serves as a minor teachable.
- Dr. Cheryl Bartlett of the University of Cape Breton visited UCN in May, providing three presentations to faculty members, staff and students. Dr. Bartlett heads a program in 'integrative science' that offers a land-based science program within a community context. Such a program and context provides exciting possibilities for UCN in its innovative bachelor of science degree programming initiatives.
- The faculty of arts and science is considering the integration of two diploma programs (Aboriginal Self-Government and Restorative Justice and Conflict Resolution) into a new degree program in indigenous studies.
- Seven committees were established that report to the Faculty Council: Curriculum, Student Retention, Personnel, Nominating, Academic Standards, International, and Library. Members of the faculty of arts and science serve on these committees.
- The Natural Resource Management Technology diploma program is initiating a lake study to assess the potential for stocking Chocolate Lake in 2010. This data will be incorporated into classes to determine the carrying capacity and potential of the lake, as well as revive the lake and return it to its former location as an important recreation, fishery, and tourism element in the community.
- The faculty of arts and science is working closely with the faculty of education to ensure bachelor of education students have courses which meet teachable requirements of the Bachelor of Education Degree Program.
- The faculty of arts and science will propose laddering the two-year diploma in business administration into the bachelor of arts with a major in business administration. Although our intention is to have this degree ready for 2010, this initiative may need to wait for the successful hiring of a new dean of business.
- The faculty of arts and science and UCN's Council of Elders held a very successful Aboriginal and Northern Studies annual conference, organized this year around the theme of "Northern Heterotopias." Faculty members Jacob Bachinger and Jason Hildebrandt co-chaired the two-day conference, which was organized by committee and held in The Pas on June 3rd, 4th and 5th. Conference participants included Elders, scholars, and community members from Manitoba, British Columbia, Saskatchewan, Quebec, the Yukon, Ontario, Sweden, Turkey and Scotland.
- Enrolment continues to grow in the faculty of arts and science programs, with approximately 385 course enrolments in 2008-2009, and an expected 420 course enrolments in 2009-2010.
- Seven Cree language courses were offered, with average enrolments of over 20 students per class.
- The faculty of arts and science introduced 47 new courses in 2008-2009, to be implemented beginning in the 2009-2010 academic year.

The faculty published a new magazine called *'The Quint'* available through the UCN website. The magazine is published quarterly and depicts northern talent in five areas of discipline: poetry/fiction, interviews/book reviews, articles, art and creative non-fiction.

The Colloquium Series was started last year with three faculty members presenting very interesting presentations. The Colloquium Series will continue into the next academic year due to the high interest.

Faculty of Business

There were 20 full-time faculty and staff, and six part-time faculty in 2008-2009. This year, the faculty and staff dealt with several new challenges. Connie Pringle, the dean of business, retired. The faculty is in the process of advertising, interviewing and hiring a new dean.

The following were the 2008-2009 program offerings and their locations:

Certificates

Basic Business Principles: Fox Lake
Computerized Business Applications: Thompson, Norway House
Computerized Business Skills: The Pas, Flin Flon*
Community Development: Thompson
Housing Management: The Pas

*Completion of the Administrative Assistant Year 1 Program

Diplomas

Administrative Assistant: The Pas
Business Administration: Cross Lake, Grand Rapids, St. Theresa Point, The Pas, Thompson
Community Economic Development: Thompson

Most business programs include a capstone course called "Work Practicum." The work practicum component in the business programs plays an important role in matching UCN students with employment after graduation. Ranging from three to six weeks, this unpaid and for-credit work experience with local employers helps make students more marketable after graduation. In fact, the practicum regularly results in students getting either summer employment or a permanent position with the employer with whom they were placed.

The faculty of business in The Pas held a professional dress day to encourage students to get accustomed to wearing dress clothes for business work.

The students also planned the first back-to-school community celebration at The Pas campus. More than 200 people attended. The department would like to thank the talented performers who took part, including Fred Michelle, Don Amero, Dion Lowe, Judy Cook and Swing Set and Chrome204.

Jacinta Wiebe spent a great deal of time preparing the Canadian Association for Native Development Officers (CANDO) self-study report, which was submitted in May 2008 for the Community Economic Program. The CANDO certification project was transferred to Shawn Hnidy, who will develop the competencies into the Community Development and Administration Program. As part of the program funded by Indian and Northern Affairs Canada, 25 students who work full-time attend training in The Pas one week per month. Students in the program come from all over Manitoba.

Jacinta Wiebe is also working on a food security research project with the University of Manitoba, with support from UCN.

In April of 2008, the University College of the North worked in partnership with Canada Mortgage and Housing Corporation to deliver a First Nations Housing Management certificate program for First Nations in Northern Manitoba. Frank Turner of the Swampy Cree Tribal Council visited the class in January to stress the importance of the training as it pertains to the housing situation in First Nations communities. Other speakers also presented for the class.

Faculty of Education

The faculty of education consists of the Kenanow Bachelor of Education Degree Program, Early Childhood Education Diploma Program, Educational Assistant Certificate Program, Applied Counselling Certificate Program and Recreation Leadership Certificate Program. As a new faculty at UCN, the faculty members have collaborated to develop a faculty structure and started the task of building the faculty of education.

Early Childhood Education Diploma Program

The Early Childhood Education Diploma Program graduated the first class from this redesigned child care worker program. The program was offered in Thompson, The Pas and various communities. Faculty members began work on an ECE III program during the year.

Educational Assistant Certificate Program

The Educational Assistant Certificate Program was introduced into a number of communities throughout Manitoba. The development of a distance program was started, and distance delivery should be available to students in 2009-2010.

Kenanow Bachelor of Education Degree Program

The Kenanow Bachelor of Education Degree Program was launched as a campus-based program in Thompson and The Pas. Students were able to register in either the After Degree or Integrated Stream. Grounded in Aboriginal perspective and northern culture, the Kenanow Bachelor of Education Degree Program provided students with a unique opportunity to prepare for a career teaching in our schools. UCN Bachelor of Education faculty members began to develop community-based teacher education programs.

Applied Counselling Certificate Program

The Applied Counselling Certificate Program provided individuals with the competencies to provide counselling services and deliver social service programs. The program was considered for review and further development to provide more of an Aboriginal focus.

Recreation Leadership Certificate Program

The Recreation Leadership Certificate Program was offered as a community-based program and on a contract basis. This certificate program was also considered for review, and the program was referred for redevelopment.

Faculty of Education Activities

Early Childhood Education Diploma Program

The first-year Early Childhood Education (ECE) students participated in several events and activities. Faculty members utilized partnerships within the community and UCN.

Students participated in many cultural activities and learned about the importance of culture for effective child care practices. Students could have observed erecting a survival shelter, organizing an outdoor camp, snaring rabbits or storytelling with the Elders.

ECE students and faculty formed partnerships in the community and within UCN. Partnerships with community groups had ECE students learning in the community. Students participated in an annual parent conference, Manitoba Child Care Association workshop, career days, a back-to-school event and Parade of Programs. Through fundraising and grant writing, faculty members and students secured funds to improve their teaching and learning facilities. ECE students collaborated with the bachelor of education students in drum making and participated in workshops.

Kenanow Bachelor of Education Degree Program

The Kenanow Bachelor of Education Degree Program (B.Ed.) emphasized program development, partnerships, service learning and experiential learning.

Program Development and Presentations

The first year in the 60-credit hour degree program was implemented and year two of the program was being developed. Faculty members continued to work throughout the year with the Elders. The faculty members continued to collaborate with community and receive feedback about the program. Faculty members attended meetings in communities to discuss the establishment of community-based teacher education programs. The annual Linkages conference provided an opportunity for community and educational partners to provide direction for the program. Student and faculty presented the program at various venues including the Western Canada Student Teacher Conference (WESTCAST) in Victoria, Manitoba Education Research Network, Manitoba Association for Distance Education (MADLAT) conference and the Lighting the Fire Conference.

Partnerships

Education students and faculty members established partnerships in communities. Education students volunteered in the schools and received instruction from local educators. Faculty members also established opportunities for practicum experience for students in schools.

Service Learning

Students were engaged in various service learning projects including Rachel's Challenge and a community book club project. Students also learned from the Elders about various topics including community expectations of teachers.

Experiential Learning

Experiential activities were interwoven into course learning. Students participated in many activities including the Nelson House Healing Lodge event, Winter in the Forest camp, drum making and drumming evenings. A summer camp for children and youth called "Into the Wild" engaged 243 young people. With "Into the Wild," based on the Securing Aboriginal Goals in Education (SAGE) principles, children and youth learned mathematics, science and cultural activities through hands-on activities.

Educational Assistant Certificate Program

The program was launched in Cross Lake and Norway House in co-operation with local schools and their teachers and administrators. The program was running in six other communities through a partnership with Manitoba First Nations Education Resource Centre (MFNERC).

Applied Counselling Certificate Program and Recreational Leadership Certificate Program

These community-based programs were offered based on community demand. The programs were offered throughout the region.

Research Activities

Faculty members were involved in a variety of activities including the following:

- School Improvement Project – Faculty members participated in teacher mentoring and student pathways project completed in collaboration with MFNERC, Manitoba Education, Citizenship and Youth and Indian and Northern Affairs Canada;

- Manitoba Education Research Network (MERN) - Students and faculty members attended and presented at conferences throughout the year. A faculty member assumed membership on the MERN Editorial Board;

- Northern Research Collaborative - A faculty member participated in the development of research projects for schools in Opaskwayak Education Authority, Mystery Lake School District, Kelsey School Division and Manitoba Education Research Network;

- Science Ambassador Program - In partnership with Kelsey School Division, Opaskwayak Education Authority, Manitoba Education Research Network and University of Saskatchewan, UCN faculty members and staff collaborated in this project, which aimed to enhance student interest in science;

- Manitoba Council for Leadership in Education (MCLE)- A faculty member was a board member on MCLE which supports educational research and implementation of best practices in schools.

Faculty of Health

Bachelor of Nursing Program

The faculty of health received $50,000 in funding from the Council on Post-Secondary Education (COPSE) to develop supports for Aboriginal students in the JBN Program. These funds are being used to conduct a curriculum review to determine how best to integrate Indigenous Knowledge and to develop a course on cultural safety for health practitioners working with diverse populations.

Diploma in Practical Nursing

In June of 2007, UCN informed the College of Licensed Practical Nurses of Manitoba (CLPNM) of its intention to develop a diploma in practical nursing. The subsequent proposal received full support from CLPNM and COPSE funding for two programs to begin in Norway House First Nation and Swan River in January 2010.

Bachelor of Aboriginal Midwifery

The faculty of health received an additional $350,000 from COPSE to deliver a second cohort of the Bachelor of Aboriginal Midwifery in southern Manitoba. The planning process has moved forward and the program will begin in January 2010 with an anticipated intake of between eight and 10 students. This is UCN's first core-funded program to be delivered in the south.

Dental Assisting Program

The first students of Advanced Scaling Certificate graduated in June 2009. The success of the students in this post-basic training program continues to demonstrate that UCN's Dental Assisting program is exemplary as it continues to produce high-quality graduates that are in demand throughout Manitoba and Eastern Saskatchewan.

Multi-jurisdictional Midwifery Bridging Project

In May 2009, UCN became a full signatory to the MMBP Agreement, a federally funded initiative that is designed to facilitate the integration of internationally educated midwives into Canadian practice. This step was a recognition of the unique and leading-edge approach of the Bachelor of Aboriginal Midwifery Program at UCN.

UCN Pathways Midwifery Bridging Program

The faculty of health received a third round of funding ($100,000) from Manitoba Health to complete the work on the Pathways Bridging Program. By employing a combination of blended learning, recognition of prior learning and gap training, this program will address the need to effectively integrate both internationally educated midwives and other health professionals into midwifery practice in Manitoba. This is a direct response to the critical shortage in maternity care providers in our province.

UCN Faculty of Health, Swan River

To facilitate the delivery of the new Diploma in Practical Nursing (DPN), the faculty of health has acquired a new site in Swan River separate from the regional centre. This facility is equipped with state-of-the-art learning technologies including videoconferencing and other forms of technologically mediated learning to support the DPN and the online Health Care Aide Program. The grand opening is scheduled for November 2009.

Faculty of Trades and Technology

Education and training programs in the trades and technologies are in high demand in Northern Manitoba. This demand is ongoing, regardless of the state of the economy. When the economy is in recession, many workers are looking to upgrade their skills in order to be competitive in the job market. Likewise, in an expanding economy more trained workers are needed and more education and training programs are in demand.

The faculty comprises a range of trades and technology programs, and is academically responsible for programs offered at campuses in Thompson and The Pas, UCN's regional centres, and communities served by contract training.

Trades Programs

Housing Management Certificate Program

The Housing Management Certificate Program was a successful contract program developed for the Canada Mortgage and Housing Corporation during the 2008-2009 academic year. The program began in December 2008 and finished on June 5, 2009. It was approved as a pilot program with open admission. The program's aim is to improve the housing situation in Northern Manitoba, particularly in Aboriginal communities.

Core Mining Course

Students in the first underground core mining course in Manitoba graduated from University College of the North during the 2008-2009 academic year. A graduation ceremony was held May 1st at the Kenanow Centre in Wabowden, Manitoba. All of the graduating students were from the communities of Cross Lake and Wabowden. The program resulted from collaboration between UCN, Crowflight Minerals Inc. and the Northern Manitoba Sector Council. Generous contributions from Manitoba Competitiveness Training and Trade, the Manitoba Métis Federation, and Manitoba Keewatinowi Okimakanak also helped make this course a success.

Millwright

Instructor Roland Misling escorted a UCN student to the National Skills Canada Competition in the millwright category after winning the provincial skills competition April 9, 2009. The Skills Canada Competition is the only one of its kind for these students to determine the best student millwright in the nation. It took place in Prince Edward Island May 20-23, 2009. UCN millwright student Perry Ross came in second place and took home the silver medal. More than 500 students from across Canada competed.

Mobile Training Lab

The 2008-2009 academic year saw the use of a Mobile Training Lab. Eleven Level 1 apprentices from Manitoba Hydro successfully attended the Level 1 Industrial Mechanics (Millwright) in-school training in Gillam, Manitoba. A UCN instructor conducted the training with the use of Red River College's mobile training lab.

Commercial Cooking

Students prepared varied and top quality cuisine for several groups and functions in 2008-2009, including a banquet for graduates of Natural Resource Management Technology.

Apprenticeship

Each spring, the Apprenticeship Branch for Manitoba Competitiveness, Training and Trade and the Apprenticeship and Trades Qualifications Board honour the highest achieving apprentice graduates in the province in each designated trade. This prestigious event also recognizes the highest achieving trades qualifier, as well as the significant contributions that employers make to the success of the newly-certified graduates. Two UCN apprenticeship graduates were recipients of this honour this year: Joseph Schneider (Industrial Electrician-One) and Mike (Pierre) Pouliot (Millwright Training).

Automotive Mechanics

Automotive instructor Arne Paskaruk and his students repaired the local recycling truck. The Pas and area has only one recycle program: a partnership between The Pas, Opaskwayak Cree Nation and the R.M. of Kelsey.

In 2008-2009, the CDX software donated by the Technical Vocational Initiative was again used by students in the Automotive Program. CDX lets instructors quickly and easily integrate any of the content from the CDX library of learning materials into their Learning Management System (LMS) or Virtual Learning Environment (VLE) for rich custom courseware.

Technology Programs

Electrical Electronic Technology

This program is working on getting accreditation from the Canadian Forces . If successful, graduating students enrolled in the program who are interested in pursuing a career in the Canadian Forces could be eligible for a guaranteed job upon graduation plus an incentive allowance. Non-graduating students enrolled in the program who are interested in a Canadian Forces career upon completion of their studies could be eligible to receive: salary and benefits while studying in the program, reimbursement for tuition and materials, plus a guaranteed job upon graduation.

Chemical Engineering Technology

Faculty member Dr. Selvin Peter continued to be the chair of the Kelsey Chapter of the Association of Professional Engineers and Geoscientists of Manitoba (APEGM). During 2008-2009, Dr. Peter attended the APEGM annual meeting, as well as the annual meeting of the Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS). Chemical engineering students participated in industrial training at Vale Inco.

Computer Systems Technology

Cam Menard attended the Comp Master course on Linux in December 2008 in order to improve and implement the Linux course.

Other Activities

Linkages

Linkages 2008, UCN's annual event bringing together educators and community partners, was an exhilarating event with approximately 240 people in attendance. The theme "Building Bridges: Partnerships in Northern Education" was definitely being practiced during the Linkages conference. *Effective Partnership Opportunities and Their Importance to Resource and Skill Development for the North* was presented by Dr. Selvin Peter, then dean of trades and technology, and Russell Dobie with the NorMan Regional Technical Vocational Consortium.

Conferences

The faculty of trades and technology participated in the following other events:

November 2008 - Northern Young Women's Conference, Thompson
April 2009 - Career Expo and Job Fair, Thompson
June 4 and 5, 2009 – Aboriginal & Northern Studies Research Conference, UCN The Pas Campus

Bachelor of Science in Technology Management and Engineering Year 1

Development of a bachelor of science in technology management with a major in industrial technology (process/manufacturing, mechanic/millwright, agriculture, and mining) continued in partnership with Winnipeg Technical College. This degree is designed to provide opportunities for northerners to get a degree in the technology area, and to play an important role in the development of northern industries. It also links UCN's trades diploma programs to a degree program. Opportunities would also be provided for journeypersons to obtain this bachelor's degree.

Development of Engineering Year 1 in partnership with the University of Manitoba (U of M) continued in 2008-2009. Dr. Selvin Peter at UCN and Randy Hermann of the Access Engineering program at U of M are taking the lead.

Facility Planning and Curriculum

The faculty has been involved in the planning of the new main campus to be built in Thompson, providing input into facility planning for the construction trades (pre-employment programs in carpentry, plumbing and electrical), developing multi-purpose shops and a lab facility for Civil/CAD Technology.

During 2008-2009, the majority of classrooms in trades and technology programs in both The Pas and Thompson were equipped with network capability and projection units in labs and classrooms.

The faculty has been encouraging instructors to fully participate in the development of the learning technologies. Chemical Engineering Technology, Computer Programmer/Analyst, e-

Business Application Developer, Automotive Technician and Heavy Duty Mechanics have led the way within the faculty.

The faculty of trades and technology in Thompson has had to rent more space for the delivery of the expanding carpentry apprenticeship program. New program development is under consideration and instructors were consulted for their input.

A co-op program (Ontario's Sky-Tech Model) is proposed for trades. Vale Inco will drive this initiative with other industrial partners from the North.

Student Development

Student development had an amazing year of growth and implementation of programs and planned events within the 2008-2009 academic year. The main focus areas involve recruitment and retention initiatives.

The STARS strategy (Student Tracking, Alert & Retention System) was created to begin putting strategies in place that aid students in being personally and academically successful. This is an institution-wide. A bright yellow star was adopted as student development's symbol providing a visual reminder to staff to be student-focussed. Conversely, students will learn and recognize that the star represents care, help, and academic success when they view it on posters, email signatures or other venues throughout UCN.

All departments of student development, including recruitment, residence, counsellors, Learning Lab, EAL (English as an Additional Language), recreation, and the Keewatin Adult Learning Centre are leading by example. Each department created a three-year strategic plan to guide their growth in the area of implementing strategies of retention and recruitment within each plan.

The first Summer Orientation program was conducted for two weeks in mid-August 2009. Twenty students registered and participated in student success workshops in areas such as study skills, time management, budgeting, plagiarism, note taking, and assessments that provided individual learning plans among other skills. This initiative supplied aid in easing the transition to becoming a successful post-secondary student at UCN. The program has already shown signs of success in the classroom and with retention. Plans are underway to add this program to the Thompson campus for the summer of 2010.

Internal and external partnerships are being created and existing ones strengthened. For example, the annual fall and spring sponsorship meetings are continuing with an emphasis on including education directors for their valued participation.

Overall, the department of student development will continue to grow, expand, and be flexible to the current and future identified needs for UCN students. The constant provision of a centralized focus on student academic and personal success will continue to be a focal point. A major goal for the student development department is to have students consider the UCN community their family away home—a home that cares, nurtures and provides a place for them to transform into confident, healthy, well-trained graduates.

Department of General Studies

The general studies department offers programs to prepare students for entry into post-secondary programs, satisfy employment-related goals or to earn a regular or mature high school diploma.

In 2008-2009, preparatory programs were offered as follows:

- Literacy: Split Lake and The Pas;
- College Preparation: Split Lake and Thompson;
- Mature and Regular High School Diploma: The Pas, and Thompson;
- Preparation for Health Careers: The Pas;
- Preparation for Technology: Thompson.

Students having the prerequisites for career courses may enrol in the general studies department to take those career courses. Once students obtain the prerequisites to enrol in the career program of their choice, if applicable, those career courses can be transferred to their selected career program.

A new program, English as an Additional Language, began in April 2009 in Thompson. This program is for immigrants whose English abilities are at the intermediate and higher levels. A new instructor, Poonampreet Sidhu, was hired for the program.

Thompson also saw several new instructors: Betty Wolanski, Rachel Mitchell, and Paul Collette. Two instructors, Kate Roth and Dinah Rowe, took a year of leave without pay. Dinah Rowe returned early and was placed in the learning lab for the rest of the academic year.

Library Services

The 2008-2009 year has been a good one for the UCN libraries. We have had some major donations. One from Gord Barth, a long-term manager from Weyerhaeuser, who donated a collection of materials relating to the boreal forest. The second donation was from the Manitoba Department of Public Library Services to assist us in developing library services in Northern Manitoba. This donation was approximately 15,000 volumes.

A major effort taking two years was successfully completed in April, when UCN and the Norway House Cree Nation signed a partnership agreement to establish a public library at Norway House. The facility was remodeled in June, and has approximately 4,000 square feet of space. The intention is to increase the book collection to approximately 12,000 volumes. All of the materials will be processed at The Pas campus library and sent to Norway House.

Other personnel activities and professional development from this year:

- Communication & Conflict Resolution Skills workshop;
- Cataloging course for library technicians;
- Business Computing course;
- Freedom of Information Rules & Regulations;
- UCN 101: Finance Thursday;
- Director's Station workshop;
- Endnotes webinar;
- Ontario Library Association Superconference;
- Manitoba Library Association Annual Conference;
- Canadian Library Association Annual Conference; and
- International Federation of Library Associations Annual Conference.

Dr. Stan Gardner, dean of library and instructional services, has also been active as a representative for UCN. He has served on the conference planning committee of the Manitoba Association for Distance Learning and Teaching, and the Manitoba Library Consortium Board.

Library staff members have also been busy providing education to our patrons this year:

- Researching, developing, and delivering information literacy workshops on a variety of library- and research-related topics: Pukatawagan, Norway House, Pimicikamak, Nelson House, Thompson, The Pas, Cross Lake, and Chemawawin;
- Liaising with Elders, instructors, professors, community-based services, Elders, regional centre coordinators, community members and others in the development of the above and advocating library issues;
- Leading library orientation tours;
- Coaching UCN staff;
- Developed student panel for Linkages 2008;
- Planning member of UCN academic conference, "Northern Heterotopias;"
- Planning member of fundraiser for "Safe Schools" – luncheon and karaoke in the UCN dining room in The Pas;
- Staff involvement in Trappers' Festival: served at UCN-hosted pancake breakfast.
- Promoting Freedom to Read week

Collection Development

We have added a total of 20,773 titles to our collections in 2008-2009.

Circulation figures:

Thompson	
2008	624
2009	1,097

The Pas	
2008	1,618
2009	3,026

Currently, The Pas campus has 70 per cent of the library circulation of materials. This high number is mainly attributable to the fact that The Pas sends the materials going to the regional centres.

Norway House's library is not yet set up to where we can track materials circulated.

The average number of people coming to our libraries has also increased. Since September 2008, The Pas averaged 300 people a week. Thompson averaged 50 people a week. We averaged 136 people each day in the summertime The Pas. In the future, we will be able to see what the pattern of usage is as we continue to keep track of the number of people in each of our libraries.

The large format printer/plotter has been used with success this year. The cost of the print media and ink is passed on to the users, but it is not designed to cover the cost of equipment or personnel.

The Microform reader/printer sustained water damage due to a leaking drain pipe in the ceiling. While it was revived, it was not possible to be repaired to function as designed. A new Microform scanner was ordered.

Academic Development

The department of academic development successfully provided a wide range of academic-related services and developmental activities to staff and students during 2008-2009 in alignment with UCN's overall vision, mission and ends. The mission of the department is to create, support and deliver positive, innovative, relevant, and inclusive educational services for Northern Manitoba communities and beyond, that promote and enhance access to education and the quality of teaching and learning at University College of the North.

The services that the Department of Academic Development provided in 2008-2009 include the following:

❖ Promotion and support of the use of educational technology in teaching and learning by faculty, students and staff;

❖ Support and development of processes for continuous improvement of academic programming, including the co-ordination of program advisory committees, internal program reviews and student course evaluations;

❖ Creation and/or provision of input to academic publications such as the Faculty Handbook, Annual Report, Annual Academic Report and various orientation and curriculum design materials and resources.

❖ Assessment of existing curricula to support a comprehensive learning outcomes-based framework for the institution;

❖ Support to faculty with respect to curriculum and learning resources, including administration and facilitation of the Certificate in Adult Education (CAE);

❖ Ensuring curriculum is consistent with Aboriginal philosophy, values, traditions, languages and teaching methodologies;

Learning Technologies

Learning technologies facilitators successfully provided services to students, faculty and staff that allowed for growth in the number of distance education classes and classes utilizing learning technologies at UCN. During 2008-2009, learning technologies facilitation services were provided in a total of 98 class sections in 35 different courses and in eleven different locations, an increase from previous years. In 2008-2009, communities participating in courses by distance, utilizing learning technologies, were The Pas, Thompson, Norway House, Easterville, Flin Flon, Churchill, Snow Lake, Nelson House, Cross Lake, Swan River and Winnipeg. Learning technologies employed by faculty to teach UCN courses in 2008-2009 were videoconferencing (24 courses), Elluminate Live (seven courses) and Desire2Learn (four courses). Some courses were delivered using a combination of technologies. A total of 22 faculty members taught courses using learning technologies. Two learning technologies facilitators, one located at UCN Thompson Campus and one located at UCN The Pas Campus, provided consistent learning technologies facilitation services during daytime and evening classes. Distance education classes at regional centres were facilitated by on-site faculty members or staff. Facilitation of classes using learning technologies at regional centres continues to be a challenge. Learning technologies facilitators also continued to be strong advocates for the use of learning technologies, and provided faculty support and professional development opportunities to faculty and staff regarding general use of learning technologies.

Academic Development continues to play a lead role in utilizing relevant educational technologies to develop and deliver programming. Planning for 2009-2010 includes the use of videoconferencing, Elluminate Live and Desire2Learn platforms. The recruitment of a new learning technologies specialist in early 2009 allowed for the continuation of the development of a comprehensive Learning Technologies strategy that included one-on-one faculty consultations regarding technologies for learning, creation of resource materials for students and faculty, and coordination of classroom learning technology support. A dramatic increase in the number of courses delivered using the Desire2Learn learning management system, both for distance and for blended learning, is expected in 2009-2010. A doubling of course sections to a minimum of 64 is anticipated.

Certificate in Adult Education

The director of academic development continued to oversee all UCN activities regarding Red River College's Certificate in Adult Education (CAE) program and to provide tuition waivers for UCN faculty and staff choosing to pursue courses within the CAE. The director successfully collaborated with the chair of teacher education at Red River College to develop a process of reporting registrations and completions of UCN staff in CAE courses.

Program and Course Development

The director of academic development continued to provide leadership and expertise with respect to creation and renewal of academic programming and curriculum. Varied proposals were submitted by University College of the North to the Council on Post-Secondary Education (COPSE) for approval and/or funding. A review of the program review process was initiated by the academic specialist, and will continue in 2009-2010 with the implementation of a revised program review process. Student course evaluations continue to provide faculty with important feedback that is used to continuously renew and improve UCN courses.

Program Advisory Committees

University College of the North is committed to providing the highest quality educational opportunities to our students. Program Advisory Committees consist of representatives from business, industry, communities, various organizations and the public sector who meet to advise the university college staff on the skills and knowledge graduates will need in order to effectively compete in the workforce. Effective advisory committees enable us to respond to the continually changing needs of the labour market. Program advisory committees meet regularly. In 2008-2009, more than 150 volunteers participated in UCN program advisory committees to share their expertise and to help in maintaining effective, relevant and culturally appropriate education that will provide immeasurable benefits to families and communities across Manitoba's north and beyond.

Institutional Development

To explore the potential for UCN's involvement in international education opportunities, the director of academic development participated on UCN's International Education Committee. In addition, new memoranda of understanding, agreements and partnerships between UCN and other institutions, communities and organizations continued to be established and nurtured in 2008-2009.

Teaching and Learning

A series of faculty workshops on learning technologies was held in 2008-2009. Academic Development successfully rounded off the 2008-2009 academic year with its annual spring mini-conference on learning technologies for faculty and staff. In the spring and summer of 2009, approximately 37 faculty members participated in academic development workshops. Additional professional development activities regarding learning technologies and general teaching and learning topics are planned for faculty and staff in 2009-2010. Academic development staff are also focusing on the delivery of regular student workshop sessions and drop-in opportunities regarding technologies for learning in 2009-2010 in order to increase student success and retention.

Enrolment Services

Admission/Registration

The student information system is complex software that continues to be used more extensively. Personnel are gaining significant expertise and thus creating a more in-depth use. The graduation audit process has proven to be a time-saving mechanism to ensure graduation requirements are met.

Assessment Services

Skill assessments continue to be an excellent tool to assist adult learners in understanding their starting point on the road to academic success and to assist them in making informed choices. Assessments are done in communities and on campus. Supportive and corrective materials along with guided tutorials are given to applicants who would benefit from short-term academic preparation in order to meet admission requirements. Longer term support comes from the academic division through the university college preparatory programs.

Essential skills as an assessment tool continues to make significant headway into the world of assessment. UCN participated with a government and industry partner to deliver an essential skills program to prepare people for employment in industry. Of particular note for the 2008-2009 academic year was a project undertaken in conjunction with faculty in the Natural Resource Management Technology program to reconstruct the admission requirements for the program based on authentic curriculum requirements. It grew out of a need to ensure that students had particular competencies. The courses were analyzed and defined from that specific skill sets. An assessment tool was then created to be applied against all incoming applicants. The results will be measured throughout the coming year.

Academic Advising

Academic advisors have increased their caseloads and the depth of their work with students. They are fast becoming the first line of contact on academic matters and maintaining their engagement with students throughout the year. Tools are constructed, used and reconstructed as the academic advisors work with their students. There is an increasing need for advising to students who are off-campus. Email and other technologies enable a productive advising session, although not face-to-face. This will continue to be an area of concentration for the next year.

Financial Awards

The full time financial awards officer continues to increase the opportunities for all UCN students. Material is distributed throughout UCN. An increasing number of students from the regional centres are applying for bursaries. Procedures around award applications are improved. Workshops are held throughout the year to assist student in completing awards applications and to provide information about awards.

Community-Based Education

In 2008-2009, educational programs were delivered in regional centres located in Churchill, Pimicikamak Cree Nation (Cross Lake), Chemawawin Cree Nation (Easterville), Flin Flon, Nisichawayasihk Cree Nation (Nelson House), Norway House, Mathias Colomb First Nation (Pukatawagan), Tataskweyak Cree Nation (Split Lake), St. Theresa Point First Nation, Misipawistik Cree Nation (Grand Rapids), Bunibonibee Cree Nation (Oxford House) and Swan River.

Our regional centres delivered 54 programs resulting in 623 enrolments. Additionally, the community-based services contract training division delivered 41 certificate and diploma programs in communities throughout Northern Manitoba, resulting in 348 student enrolments. Community education coordinators continue to dialogue with community and organization representatives on an additional 70 programs with the potential for delivery in 2009-2010.

The University College of the North, via our Core-Funded Rotating Initiative, also made available three core-funded training programs: a Heavy Duty Mechanics (Swan River), Basic Electrical (Flin Flon) and Pre-Employment Plumbing (Nisichawayasihk Cree Nation). The Core Funded Rotating Initiative is designed to fulfill UCN's mandate of delivering affordable, accessible educational opportunities to residents of Northern Manitoba in the communities in which they reside. Without initiatives of this nature, northern residents would need to relocate to urban campus settings or may not be able to access post-secondary education.

In June 2008, the Government of Canada and the Manitoba government announced that UCN was a successful proponent for the economic stimulus funding available through the Knowledge Infrastructure Program (KIP). The Knowledge Infrastructure Program is designed to provide an economic impact and create employment opportunities as well as strengthen the ability for post-secondary institutions to deliver advanced knowledge and skills. The availability of improved facilities will enhance the planning and delivery of post-secondary programs at the community level in communities in which UCN operates regional centre initiatives. UCN has received $8 million to build teaching facilities and accommodation units in 10 regional centre locations. The KIP initiative must be completed by March 2011.

UCN continues to collaborate with the Manitoba First Nations Education Resource Centre in the delivery of the Educational Assistant Certificate Program. The delivery of the program via distance delivery methodologies and face-to-face instruction ensures that individuals working within First Nations schools as educational assistants have the skills and knowledge required of their positions. The intent of the program is to provide training in a modularized method without requiring the individual to be away from the work site for prolonged periods of time. The faculty of education has also commenced delivery of the Educational Assistant program in Norway House and Cross Lake, providing opportunities for an additional 41 students who do not have to relocate for purposes of obtaining a post-secondary education.

The implementation of the PLAR, print-based materials and distance delivery methodologies in the Early Childhood Education Diploma Program has served to increase interest in the program for learners who wish to remain employed while pursuing ECE credentials. Partnerships with child care centres and provincial accrediting bodies are necessary in the successful implementation of the above-noted program delivery methodology.

UCN partnered with the Flin Flon, Kelsey School Division and Frontier School Division to deliver trades training programs for high school students as dual credit initiatives. Additionally, UCN partnered with the Swan Valley School Division to deliver the Heavy Duty Mechanics program for high school students. Graduates of these programs have the opportunity to achieve Level I accreditation in various trades.

UCN continues to work in partnership with northern school divisions, First Nations education authorities, organizations such as the Manitoba First Nations Education Resource Centre, and the provincial and federal governments to collectively address strategies that support successful transitions to post-secondary education.

A Northern Manitoba Labour Market Sector Council has been implemented to review labour market demands, to analyze skill shortages and to ensure development of links between employers and potential employees within Northern Manitoba. This initiative has resulted in agreements to deliver training programs in the mining sector. Training delivered during the 2008-2009 academic year has included heavy equipment operator, camp exploration, underground core mining and mineral exploration training programs. There are programs such as blasting certificate, essential skills for trades training, exploration camp certificate, facilities technician, grader training, heavy equipment operator, industry introduction, maintenance management professional, mineral processing, pre-employment heavy duty mechanics, pre-employment plumbing, carpentry, truck driving, bus driving, industrial mechanic, drywall application, and commercial cooking training programs slated for the 2009-2010 academic year in an endeavor to improve access to employment opportunities for northern residents.

Community-based services has worked with the academic division to implement certificate programs in Project Management, e-Business Applicators, Housing Management, Exploration Camp, Underground Core Mining and Mineral Processing. Additionally, a collaborative initiative with PEMAC to deliver a Maintenance Management Professional certificate program is in the planning stage for January 2010. Initiatives in the areas of aviation including aircraft pilot and helicopter pilot training programs are being explored.

Inter-Universities Services

In the 2008-09 academic year, IUS delivered university courses and/or programs in Nelson House, Norway House, The Pas and Thompson. As a result, 340 students registered for university credit courses with the home university breakdown as follows:

University College of the North - 194
University of Manitoba - 140
Brandon University – 4
University of Winnipeg – 0
Unknown * - 2 (IUS stats show the four Manitoba universities, so home university for unknown could be out-of-province post-secondary institution.)

Community Needs Assessment

The Inter-Universities Advisory Committee (IUAC), which oversees the IUS program, contracted the services of Neechee Research Associates for a needs assessment of post–secondary education of northern Manitoba. It was completed in December 2008. A coordinator was hired to oversee this project.

We have traveled to 17 communities identified for data collection to ask various people to provide us with their thoughts about what is needed where they live and to compile data on post-secondary educational needs. The needs analysis recommendations are as follows:

- Designate a joint venture between UCN community outreach and IUS Department to develop a full access and transition program.
- Designate community representatives to develop readiness for education as a way of life programming in the community, including regular visits and contact with early years, teachers, advisors, students and their families.
- Provide support and advisement services for secondary school system.
- Provide academic upgrading for post-secondary entrance.
- Include western and Traditional educational Teachings.
- Provide post-secondary occupational needs that are required in the communities.

Retreat

A retreat was held on April 2009 in Brandon, Manitoba where Inter-Universities Advisory Committee draft a concept paper to ensure that the productive working relationship that have been created by Inter Universities North (IUN) and its successor Inter Universities Services (IUS) continue. This plan will move IUS from where it currently is to where it wants or needs to go when IUS comes to an end at 2013.

Archiving

We are still in the process of archiving thirty-seven years or more of Inter-Universities North (now IUS) material. In reviewing this material, it tells a story of the evolution of offering university courses and/or programs in Northern Manitoba.

UCN Graduate Survey

The Graduate Satisfaction and Employment report for 2007/2008 captures graduates of University College of the North's degree, diploma, and certificate programs.

Graduates of the University College of the North continue to be successful in finding employment. Survey results show that 70% of responding graduates are employed, and 82% of those are employed full-time and working in a field related to their education. 49% of graduates were able to obtain employment prior to graduation, with an additional 43% finding employment within the first three months after graduation. 86% of responding graduates are employed in Northern Manitoba. The average annual salary for responding graduates was $33,400.

UCN graduates continue to express high levels of satisfaction with the education they received at University College of the North. 95% of responding graduates would recommend their program to others, and 96% were satisfied with the overall quality of education and felt their instructors were knowledgeable in the areas they taught.

UCN will continue to gather information on the employment status and satisfaction levels of our graduates on an annual basis.

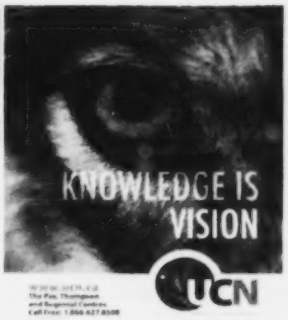
Representative Workforce

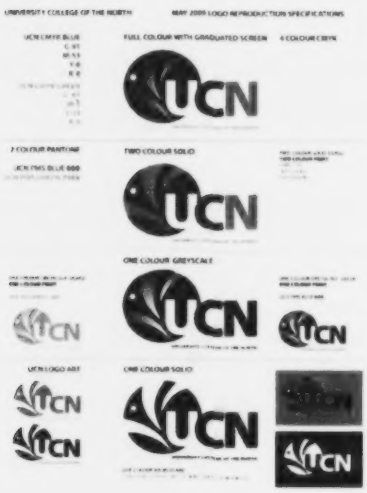
Aboriginal employees represent 49.3% of the workforce at the University College of the North as of April 2008. UCN has 49 faculty members of Aboriginal descent, which represents 38.5% of all faculty. There are 90 non-faculty members of Aboriginal descent, which represents 58% of all non-faculty within UCN.

Marketing

A large portion of the 2008-2009 year was dedicated to launching a new logo and branding theme to raise public awareness about UCN. The process involved consultations with students, staff and faculty.

The end result was a logo that incorporated a stylized look of the northern lights and a seven-pointed star within a circle. The seven-pointed star represents the seven sacred teachings of Aboriginal peoples. The circle embraces UCN as people with a common interest. Blue and green became the new colours of UCN. Blue represents the vast waterways near our two campuses and 12 regional centres. The green represents our location in the boreal forest. The letters U, C and N play a key role in the new logo as well. The new brand is based on knowledge. With knowledge comes a better vision of the future, a greater ability to lead, and also achievement. In the end, knowledge empowers. The visuals selected for the branding are simple, yet dramatic. The eyes of a wolf, a soaring eagle and a view of the boreal forest feature in a province-wide campaign that launched the new look of UCN. There are UCN billboards in Winnipeg, Brandon, Dauphin, Flin Flon and The Pas. UCN ads grace the interior and exterior of public transit buses on many routes in Winnipeg. Below are some of the images presented on the logo and theme launch.





UCN Governing Council Ends

Knowledgeable, Empowered People and Communities

This End is further interpreted to include, but not limited to:

1. An ecologically, culturally and environmentally knowledgeable citizenry.

2. Students develop their intellectual/spiritual abilities, wholistic well-being, and responsibility to self and community.

    2.1 UCN student life and learning fosters the development of health personal and community values.

    2.2 Graduates have developed capacity for leadership.

Respect for Aboriginal Cultures and Identities and for Diversity

This End is further interpreted to include, but not limited to:

1. Aboriginal people are respected and have pride in their identity.

2. Bridges of understanding are built between western knowledge and Aboriginal traditional knowledge.

3. The use of indigenous language as a cornerstone of culture is respected.

4. More Aboriginal scholars and professors.

5. Cultural and historical knowledge contributed by students and their communities are valued by the University College.

Research Capacity Developed for the North

This End is further interpreted to include, but not limited to:

1. Research capacity about northern/Aboriginal and indigenous issues and aspirations.

2. Northern Manitoba region interacts with global communities.

    2.1 National and international scholars will become associated with UCN.

An Educated Populace for Social and Economic Development of the North

This End is further interpreted to include, but not limited to:

1. Businesses and industries are a resource for education and training.

2. Strong linkages between employers and communities.

3. A skilled workforce.

    3.1 Qualified employees available for mega projects.

4. Northerners have skills and capacities to stimulate and participate in economic development

    4.1 High graduation rate for UCN students.

    4.2 Graduates are able to obtain meaningful employment.

    4.3 Northerners develop a capacity for leadership/socially responsible civics.

Accessible, Equitable, Affordable, and Relevant Further Education Where People Live

This End is further interpreted to include, but not limited to:

1. Northern and Aboriginal residents can obtain education relevant to Northern needs.

    1.1 Professionals are northern-educated and inclusive in their approach.

    1.2 Northern and Aboriginal youth have the option to remain in the North.

2. Communities are engaged in education and its development.

    2.1 Communities see themselves as owner.

FINANCIAL STATEMENTS

June 30, 2009

P.O. BOX 3000, THE PAS, MANITOBA, CANADA, R9A 1M7
(204) 627-8500
www.ucn.ca

UNIVERSITY COLLEGE OF THE NORTH

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June 30, 2009

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OFFICE OF THE
AUDITOR GENERAL

AUDITORS' REPORT

To the Lieutenant Governor in Council
To the Legislative Assembly of Manitoba
To the Governing Council of the University College of the North

We have audited the statement of financial position of the University College of the North as at June 30, 2009, and the statements of operations, changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the University College's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the University College as at June 30, 2009, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Office of the Auditor General

Winnipeg, Manitoba
September 25, 2009

500 - 330 Portage Avenue Winnipeg, Manitoba R3C 0C4 (204) 945-3790 (204) 945-2169

STATEMENT 1

UNIVERSITY COLLEGE OF THE NORTH

STATEMENT OF FINANCIAL POSITION

JUNE 30

	General Fund	Capital Campaign Fund	Student Award Fund	Endowment Fund	Total 2009	Total 2008
ASSETS						
CURRENT						
Cash and cash equivalents (Note 13)	$ 8,509,477	$ 22,495	$ 116,906	$	$ 8,648,878	$ 9,816,824
Short-term investments (Note 13)				252,600	252,600	52,600
Accounts receivable (Note 3)	2,522,572	250,001	1,222		2,773,795	2,974,313
Due from Province of Manitoba (Note 5)	752,589				752,589	752,589
Inventory	147,124				147,124	127,315
Prepaid expenses	254,520				254,520	151,918
	12,186,282	272,496	118,128	252,600	12,829,506	13,875,559
LONG TERM						
Capital assets (Note 4)	3,116,891				3,116,891	2,706,175
Due from Province of Manitoba (Note 5)	793,500				793,500	793,500
	3,910,391				3,910,391	3,499,675
TOTAL ASSETS	$ 16,096,673	$ 272,496	$ 118,128	$ 252,600	$ 16,739,897	$ 17,175,234
LIABILITIES						
CURRENT						
Accounts payable and accrued liabilities (Note 6)	$ 1,797,170	$	$ 500	$	$ 1,797,670	$ 2,820,815
Deferred revenue	538,675				538,675	222,712
Deferred contributions (Note 7)	3,435,630				3,435,630	3,387,566
Accrued vacation benefits	2,208,626				2,208,626	1,925,063
	7,980,101		500		7,980,601	8,356,156
LONG TERM						
Deferred contributions related to capital assets (Note 8)	2,126,034				2,126,034	1,686,737
Accrued severance benefits (Note 9)	1,553,154				1,553,154	1,383,051
	3,679,188				3,679,188	3,069,788
FUND BALANCES						
FUND SURPLUS (DEFICIT)						
NET ASSETS INVESTED IN CAPITAL ASSETS	990,859				990,859	1,019,437
NET ASSETS RESTRICTED FOR FUND PURPOSES		272,496	117,628	252,600	642,724	247,592
NET ASSETS INTERNALLY RESTRICTED (Note 12)	3,298,506				3,298,506	4,092,195
UNRESTRICTED NET ASSETS	148,019				148,019	390,024
	4,437,384	272,496	117,628	252,600	5,080,106	5,749,248
TOTAL LIABILITIES & FUND BALANCES	$ 16,096,673	$ 272,496	$ 118,128	$ 252,600	$ 16,739,897	$ 17,175,234

APPROVED BY THE GOVERNING COUNCIL

UNIVERSITY COLLEGE OF THE NORTH

STATEMENT 2

STATEMENT OF OPERATIONS

YEAR ENDED JUNE 30

	General Fund	Capital Campaign Fund	Student Award Fund	Endowment Fund	Total 2009	Total 2008
REVENUES						
Grants						
Council on Post-Secondary Education	$ 23,115,557	$	$	$	$ 23,115,557	$ 23,540,296
Other Province of Manitoba	526,787				526,787	612,443
Government of Canada						16,830
Amortization of deferred contributions related to capital assets	328,228				328,228	203,279
Ancillary sales and services	1,734,795				1,734,795	1,640,844
Donations		273,162	227,668	200,000	700,830	141,740
Investment income	166,773		6,455		173,228	403,947
Contract training	1,845,257				1,845,257	2,911,782
Tuition and student fees	2,718,812				2,718,812	2,504,425
Other revenue	1,223,741				1,223,741	1,038,143
Gain (loss) on disposal of capital assets	23,011				23,011	(4,509)
	31,682,961	273,162	234,123	200,000	32,390,246	33,009,220
EXPENSES						
Advertising	288,993				288,993	249,916
Amortization of capital assets	353,317				353,317	220,418
Bad debts						38,237
Cost of goods sold	986,735				986,735	973,546
Employee benefits	2,265,133				2,265,133	1,917,066
Insurance	197,646				197,646	82,476
Library acquisitions	190,893				190,893	272,627
Facility costs	872,873				872,873	817,388
Furniture and minor equipment	866,991				866,991	1,769,626
Loss to inventory write down						38,848
Maintenance and repairs	137,225				137,225	107,998
Operational supplies and services	3,578,649		187		3,578,836	3,538,593
Property taxes	501,500				501,500	497,329
Rentals and leases	437,168				437,168	400,757
Salaries	19,878,348				19,878,348	18,732,862
Scholarships and bursaries			305,700		305,700	136,721
Telephone and communication	555,437				555,437	531,550
Travel and hospitality	1,524,274				1,524,274	1,393,758
Utilities	118,317				118,317	128,019
	32,753,499		305,887		33,059,386	31,847,735
EXCESS REVENUES (EXPENSES)	$ (1,070,538)	$ 273,162	$ (71,764)	$ 200,000	$ (669,140)	$ 1,161,485

STATEMENT 3

UNIVERSITY COLLEGE OF THE NORTH

STATEMENT OF CHANGES IN FUND BALANCES

YEAR ENDED JUNE 30

	General Fund	Capital Campaign Fund	Student Award Fund	Endowment Fund	Total 2009	Total 2008
FUND SURPLUS, *beginning of year*	$ 5,501,656	$ 5,600	$ 188,900	$ 53,092	$ 5,749,248	$ 4,587,763
EXCESS REVENUES (EXPENSES)	(1,070,538)	273,162	(71,764)	200,000	(669,140)	1,161,485
INTER-FUND TRANSFERS (Note 16)	6,266	(6,266)	492	(492)		
FUND SURPLUS, *end of year*	$ 4,437,384	$ 272,496	$ 117,628	$ 252,600	$ 5,080,108	$ 5,749,248

UNIVERSITY COLLEGE OF THE NORTH

STATEMENT 4

STATEMENT OF CASH FLOWS

YEAR ENDED JUNE 30

	2009	2008
CASH FLOWS FROM OPERATING ACTIVITIES		
Excess Revenues (Expenses)		
University College of the North Fund	$ (1,024,168)	$ 1,191,796
Inter-Universities Services Fund	(46,370)	12,094
Northern Forest Diversification Centre Fund		(58,958)
Student Award Fund	(71,764)	2,953
Capital Campaign Fund	273,162	5,600
Endowment Fund	200,000	8,000
	(669,140)	1,161,485
Add (deduct) items not involving cash		
Loss (gain) on disposal of capital assets	(23,011)	4,509
Amortization of capital assets	353,317	220,418
Amortization of deferred contributions related to capital assets	(328,228)	(203,279)
	(667,062)	1,183,133
Add (deduct) changes in non-cash working capital components related to operating activities		
Accounts receivable	200,519	(586,812)
Inventory	(19,809)	40,769
Prepaid expenses	(102,602)	(101,926)
Accounts payable and accrued liabilities	(1,023,145)	1,044,361
Deferred revenue	71,834	(313,315)
Deferred contributions	292,171	337,434
Accrued vacation benefits	283,543	216,052
Accrued severance benefits	170,103	33,179
	(794,448)	1,852,875
CASH FLOWS FROM FINANCING ACTIVITIES		
Deferred contributions related to capital assets	767,524	855,537
CASH FLOWS FROM INVESTING ACTIVITIES		
Increase in investments	(200,000)	(8,000)
Purchase of capital assets	(767,522)	(1,169,765)
Proceeds on disposal of capital assets	26,500	19,400
	(941,022)	(1,158,365)
NET INCREASE (DECREASE) IN CASH FLOWS DURING THE YEAR	(967,946)	1,550,047
CASH AND CASH EQUIVALENTS, *beginning of year*	9,616,824	8,066,777
CASH AND CASH EQUIVALENTS, *end of year*	$ 8,648,878	$ 9,616,824

1. NATURE OF OPERATIONS

The University College of the North operates under the authority of *The University College of the North Act* Chapter U55 of the *Continuing Consolidation of the Statutes of Manitoba*, which came into force July 1, 2004. This Act provides for the continuation of Keewatin Community College, as established under *The Colleges Act* as a board-governed institution on April 1, 1993.

The purpose of the University College of the North is to provide post-secondary education in northern Manitoba. It should be learner and community-centred, be characterized by a culture of openness, inclusiveness and tolerance, and be respectful of Aboriginal and northern values and beliefs.

The educational purposes of UCN are to serve the educational needs of Aboriginal and northern Manitobans and to enhance the economic and social well-being of northern Manitoba.

The university college has tax-exempt status as a registered charity under *The Income Tax Act*.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements of the University College of the North (UCN) have been prepared in accordance with Canadian generally accepted accounting principles. University College of the North follows the restricted fund method of accounting for contributions.

a) Funds

The transactions of UCN have been segregated into the following funds in accordance with specified activities or objectives:

General Funds

1. UCN Fund

The UCN Fund consists of transactions related to educational and ancillary activities of UCN.

(i) Capital Assets

The Capital Assets Fund consists of the credit of capital asset acquisitions, net of amounts financed through deferred contributions.

(ii) Internally Restricted

The Internally Restricted Fund consists of transactions related to appropriations made from (to) the Unrestricted Fund.

(iiii) Unrestricted

The Unrestricted Fund consists of transactions related to educational and ancillary activities of UCN and not included in the Restricted Fund

2. Inter-Universities Services Fund (IUS)

The IUS Fund consists of transactions related to the educational programs of the Inter-Universities Services Program which is administered by UCN.

Capital Campaign Fund

The Capital Campaign Fund consists of transactions related to donations received towards the development and capital needs of University College of the North.

Student Award Fund

The Student Award Fund consists of transactions related to donations for student scholarships and bursaries.

Endowment Fund

The Endowment Fund consists of transactions related to endowments for student scholarships and bursaries.

2. SIGNIFICANT ACCOUNTING POLICIES *(continued)*

b) New Accounting Policies

Effective July 1, 2008 the entity adopted the following new accounting standards issued by the Canadian Institute of Chartered Accountants (CICA):

Section 1535, *Capital Disclosures*
Section 1535 requires the disclosure of qualitative and quantitative information that enable users of the financial statements to evaluate the entity's objectives, policies and processes for managing capital. The adoption of this standard only required additional disclosures, which are provided in Note 15.

Section 3031, *Inventories*
Section 3031 provides guidance on the measurement and disclosure required for inventories. The adoption of the standard had no impact on the entity's financial statements for the year ended June 30, 2009.

c) Financial Instruments

The financial instruments at UCN consist of cash and cash equivalents, short-term investments, accounts receivable, due from Province of Manitoba - vacation and severance benefits, accounts payable and accrued liabilities, and accrued vacation benefits.

Initially, all financial assets and liabilities must be recorded on the Statement of Financial Position at fair value. Subsequent measurement is determined by the classification of each financial asset and liability. Under this standard, all financial instruments are classified as one of: held-for-trading; loans and receivables; held-to-maturity; available-for-sale or other liabilities. Financial assets and liabilities classified as held-for-trading are measured at fair value with gains and losses recognized in net earnings. Financial instruments classified as held-to-maturity, loans and receivables and other liabilities are measured at amortized cost. Available-for-sale financial instruments are measured at fair value, with unrealized gains and losses recognized directly in unrestricted net assets until realized, at which time they are recognized in net earnings.

Classification
UCN has designated its financial instruments as follows:

Held-for-trading:	Cash and cash equivalents
	Short-term investments
Loans and receivables:	Accounts receivable
	Due from Province of Manitoba - vacation and severance benefits
Other liabilities:	Accounts payable and accrued liabilities
	Accrued vacation benefits

Fair Value of Financial Instruments
The fair value of cash and short-term investments, accounts receivable, due from Province of Manitoba - vacation benefits, accounts payable and accrued liabilities, and accrued vacation pay approximates their carrying values due to their short-term maturity.

The carrying value of the due from Province of Manitoba - severance benefits approximates its fair value, as the annual interest accretion is funded.

2. SIGNIFICANT ACCOUNTING POLICIES *(continued)*

d) Future Accounting Policy Changes

Disclosure and Presentation of Financial Instruments
The CICA has issued two new standards, CICA 3862 "Financial Instruments – Disclosures" and CICA 3863 "Financial Instruments – Presentation" which are intended to enhance the abilities of users of financial statements to evaluate the significance of financial instruments to an entity, related exposures and the management of these risks.

These new standards, which were effective July 1, 2008, would require additional disclosure in the financial statements. However, the CICA subsequently amended these sections to eliminate the requirement for not-for-profit entities and rate-regulated enterprises to adopt these sections. These entities are permitted to apply CICA 3861 "Financial Instruments - Disclosure and Presentation" in place of sections 3862 and 3863. An entity that does so must disclose this fact.

Not-For-Profit Organizations
The CICA amended a number of standards applicable to not-for-profit organizations (NFPOs) and issued new standard, CICA 4470 *"Disclosures of Allocated Expenses by Not-for-Profit Organizations."*

CICA 4400 "Financial Statement Presentation by Not-For-Profit Organizations" was amended to:

- eliminate the requirement to treat net assets invested in capital assets as a separate component of net assets and, instead, permit a NFPO to present such an amount as a category of internally restricted net assets when it chooses to do so;
- clarify that revenues and expenses must be recognized and presented on a gross basis when a not-for-profit organization is acting as a principal in transactions;
- make CICA 1540 "Cash Flow Statements" applicable to NFPOs; and
- make CICA 1751 "Interim Financial Statements" applicable to NFPOs that prepare interim financial statements in accordance with GAAP.

CICA 4430 "Capital Assets Held by Not-For-Profit Organizations" was amended to provide additional guidance with respect to the appropriate use of the scope exemption for smaller entities.

CICA 4460 "Disclosure of Related Party Transactions by Not-For-Profit Organizations" was amended to make the language in the standard consistent with CICA 3840 "Related Party Transactions."

New standard CICA 4470 "Disclosure of Allocated Expenses by Not-For-Profit Organizations" establishes disclosure standards for not-for-profit organizations that choose to classify their expenses by function and allocate expenses from one function to another. The main features of the new standard are:

- a requirement for an entity that allocates its fundraising and general support expenses to other functions to disclose the policies adopted for the allocation of expenses among functions, the nature of the expenses being allocated and the basis on which such allocations have been made; and
- a requirement for an entity to disclose the amounts allocated from each of its fundraising and general support functions and the amounts and functions to which they have been allocated.

These new requirements are effective July 1, 2009 and will only require additional disclosure in the financial statements.

2. SIGNIFICANT ACCOUNTING POLICIES *(continued)*

e) Revenue Recognition

Tuition and fees are recognized as revenue in the semester or term earned.

Revenue from Contract Training contracts is recognized during the year at a rate approximating the delivery of the contracted programs and services.

Investment income is recognized as revenue when earned.

Contributions:

Unrestricted contributions and grants are recognized as revenue when received or receivable.

Restricted contributions for which a corresponding restricted fund is not presented are recognized as revenue in the year in which the related expenditures are incurred.

Donations are reported as revenue when received. Donations restricted to disbursement as scholarships and bursaries are restricted to that purpose.

Endowment contributions (and/or investment income thereon) that are held in perpetuity according to restrictions placed by the donors are recognized as revenue in the Endowment Fund.

Contributions (or portions permitted thereof) which are designated for the purchase of capital assets are deferred and amortized to revenue at the same rate as the related capital assets are amortized to expenditures.

f) Short-term investments

Investments are recorded at fair market value.

g) Inventory

Inventory is recorded at the lower of cost or net realizable value.

h) Capital Assets

Individual capital assets with a value greater than $5,000 are capitalized and recorded at cost in the year of acquisition. Individual capital assets with a value less than $5,000 are expensed in the year of acquisition. Amortization of capitalized assets is recorded on a straight line basis commencing the year after acquisition over the following periods:

Automotive equipment	5 years
Buildings	40 years
Building improvements	10 years
Computer equipment	5 years
Other equipment	10 years

Library holdings are valued using the "base stock" method and accordingly are recorded at the value transferred upon governance at April 1, 1993. No amortization is taken on library holdings, and subsequent library acquisitions are expensed in the year of acquisition.

Certain capital assets purchased for specific Contract Training contracts are expensed in the year of purchase.

2. SIGNIFICANT ACCOUNTING POLICIES *(continued)*

i) Measurement Uncertainty

The preparation of financial statements in accordance with Canadian generally accepted accounting principles requires that management make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future.

j) Severance Benefits

The university college accrues its obligation for employee future benefits relating to severance. The cost of severance benefits earned by employees is actuarially determined using the accrued benefits cost method.

Actuarial gains or losses are recongized in the year the gain or loss arises.

3. ACCOUNTS RECEIVABLE	2009	2008
UCN Fund		
Students	$ 759,555	$ 597,180
Contract Training	907,232	1,198,945
Due from COPSE	504,630	464,707
Other	1,004,727	1,199,282
	3,176,144	3,460,114
Less: Allowance for doubtful accounts	(761,475)	(748,456)
	$ 2,414,669	$ 2,711,658
Inter-Universities Services Fund		
Students	$ 89,988	$ 114,072
Other	22,878	150,645
	112,866	264,717
Less: Allowance for doubtful accounts	(4,963)	(2,555)
	$ 107,903	$ 262,162
Capital Campaign Fund		
Other	$ 250,001	$ 1
Student Award Fund		
Other	$ 1,222	$ 492
	$ 2,773,795	$ 2,974,313

4. CAPITAL ASSETS

UCN Fund

	Cost	Accumulated Amortization	Net Book Value 2009
Automotive equipment	$ 688,604	$ 457,457	$ 231,147
Computer equipment	842,408	452,402	390,006
Other equipment	2,144,595	790,255	1,354,340
Buildings/improvements	527,669	194,936	332,733
Library holdings	714,161		714,161
	$ 4,917,437	$ 1,895,050	$ 3,022,387

Inter-Universities Services Fund

	Cost	Accumulated Amortization	Net Book Value 2009
Automotive equipment	$ 90,873	$ 21,856	$ 69,017
Computer equipment	60,174	45,288	14,886
Other equipment	28,448	17,847	10,601
	$ 179,495	$ 84,991	$ 94,504
TOTALS FOR 2009	$ 5,096,932	$ 1,980,041	$ 3,116,891

UCN Fund

	Cost	Accumulated Amortization	Net Book Value 2008
Automotive equipment	$ 688,604	$ 386,836	$ 301,768
Computer equipment	772,571	432,854	339,717
Other equipment	1,674,230	751,336	922,894
Buildings/improvements	512,531	148,702	363,829
Library holdings	714,161		714,161
	$ 4,362,097	$ 1,719,728	$ 2,642,369

Inter-Universities Services Fund

	Cost	Accumulated Amortization	Net Book Value 2008
Automotive equipment	$ 82,430	$ 51,374	$ 31,056
Computer equipment	60,174	40,326	19,848
Other equipment	28,448	15,546	12,902
	$ 171,052	$ 107,246	$ 63,806
TOTALS FOR 2008	$ 4,533,149	$ 1,826,974	$ 2,706,175

5. DUE FROM PROVINCE OF MANITOBA

The Province of Manitoba has recognized its liability to the university college for the opening balances of accrued employee severance benefits and vacation benefits as at April 1, 1998, when Keewatin Community College (precursor to UCN) assumed responsibility for these expenditures.

The amount recorded as due from Province of Manitoba – vacation benefits was initially based on the estimated value of the corresponding liability as at April 1, 1998. Subsequent to April 1, 1998, the Province has included in its ongoing annual funding to UCN, an amount equal to the current year's expense for vacation pay entitlements.

The amount recorded as due from Province of Manitoba – severance benefits is the value of the corresponding actuarial liability for severance benefits as at April 1, 1998. There has been no change to the value subsequent to April 1, 1998 because the Province has provided, in its ongoing annual funding to UCN, an amount equivalent to the change in the post employment liability including annual interest accretion related to the receivable. The receivable will be paid by the Province when it is determined that the funding is required to discharge the related severance benefits.

	2009	2008
Accrued vacation benefits	$ 752,589	$ 752,589
Accrued severance benefits	$ 793,500	$ 793,500

6. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

UCN Fund	2009	2008
Accrued liabilities	$ 417,766	$ 302,800
Wages and benefits payable	239,219	765,796
Trade accounts payable	818,810	1,677,735
Due to Student Associations	9,517	11,282
	$ 1,485,312	$ 2,757,613
Inter-Universities Services Fund		
Trade accounts payable	$ 311,858	$ 62,702
Student Award Fund		
Other	$ 500	$ 500
	$ 1,797,670	$ 2,820,815

7. DEFERRED CONTRIBUTIONS

Deferred contributions reported in each fund relate to designated contributions received in the current year that are related to expenditures of a subsequent year. Changes in deferred contributions during the year are as follows:

	Beginning of Year	Increases	Decreases	End of Year
UCN Fund	$ 3,387,588	$ 983,937	$ 935,895	$ 3,435,630

8. DEFERRED CONTRIBUTIONS RELATED TO CAPITAL ASSETS

	Beginning of Year	Increases	Decreases	End of Year
UCN Fund	$ 1,622,931	$ 713,077	$ 304,480	$ 2,031,528
Inter-Universities Services Fund	63,806	54,447	23,747	94,506
	$ 1,686,737	$ 767,524	$ 328,227	$ 2,126,034

9. ACCRUED SEVERANCE BENEFITS

UCN Fund	2009	2008
Balance, beginning of year	$ 1,328,675	$ 1,302,812
Experience gain	(18,568)	
Benefits accrued	91,709	105,538
Interest on accrued benefits	128,628	91,196
Severance paid	(43,308)	(170,871)
Balance, end of year	$ 1,487,136	$ 1,328,675
Inter-Universities Services Fund		
Balance, beginning of year	$ 54,376	$ 47,060
Experience loss	3,215	
Benefits accrued	4,032	4,022
Interest on accrued benefits	4,395	3,294
Balance, end of year	$ 66,018	$ 54,376
	$ 1,553,154	$ 1,383,051

An actuarial valuation of the severance obligations as at March 31, 2008 was conducted by Ellement & Ellement Ltd., Consulting Actuaries. The key actuarial assumptions were a rate of return of 7.0% (2005 - 7.0%), 2.5% inflation (2005 - 2.5%), salary rate increases of 3.25% (2005 - 3.25%).The accrued benefit cost method with salary projection was used and the liabilities have been extrapolated to June 30, 2009 using the projection formula provided by the actuary.

10. PENSION COSTS AND OBLIGATIONS

The university college's employees are contributing members of the provincially operated Civil Service Superannuation Plan or the Teacher's Retirement Annuity Fund defined benefit pension plans. Until March 31, 2009, the accumulated superannuation liabilities were funded directly by the Province of Manitoba, rather than the university college itself for all employees hired prior to October 1, 2002.

The benefit to the university college of having its share of pension benefits paid directly by the Province of Manitoba has not been quantified by an actuarial valuation. The total contributions during the fiscal year by employees hired prior to October 1, 2002 were $452,050 (2008 - $505,323). Effective April 1, 2009, the university college was required to make matching contributions for employees hired prior to October 1, 2002. The total matching contributions paid by UCN for employees hired prior to October 1, 2002 was $97,552.

Total contributions during the fiscal year by employees hired after October 1, 2002 (and matched by the university college) were $520,842 (2008 - $388,019). These contributions represent the total pension obligations of the university college. The university college is not required under present legislation to make contributions with respect to any actuarial deficiencies of the plan.

11. CONTRACTUAL OBLIGATIONS

The university college has entered into various contracts to rent office equipment, lease facility space, and for services provided by third parties for security, food services, and snow removal. Contractual obligations over the next five years are as follows:

2009/10	701,318
2010/11	304,585
2011/12	81,014
2012/13	14,561
2013/14	781

12. INTERNALLY RESTRICTED NET ASSETS

Appropriations from the Unrestricted Fund are made to provide for future funding for campus development, innovations funds, fiscal stabilization, conference and the establishment of a science lab.

UCN Fund

	Opening Balance	Increases	Decreases	Ending Balance
Campus Development Fund	$ 160,653	$	$	$ 160,653
Innovations Fund	22,878			22,878
Fiscal Stabilization	843,480		166,970	676,510
Programming Initiatives	2,260,200		580,349	1,679,851
Total	$ 3,287,211	$ -	$ 747,319	$ 2,539,892

Inter-Universities Services Fund

Innovations Fund	$ 654,984		$ 46,370	$ 608,614
Conferences	50,000			50,000
Science Lab	100,000			100,000
Total	$ 804,984	$ -	$ 46,370	$ 758,614
	$ 4,092,195	$ -	$ 793,689	$ 3,298,506

13. RELATED PARTY TRANSACTIONS

The university college is related in terms of common ownership to all Province of Manitoba created departments, agencies and Crown Corporations. The university college enters into transactions with these entities in the normal course of business. These transactions are recorded at the exchange amount. The $872,873 in facility costs was paid to Manitoba Infrastructure and Transportation for the rental of buildings. Funds available for short-term investments are invested with the Province of Manitoba. At June 30, 2009 $7.5 million (2008 - $8.2 million), included in both Cash and Cash Equivalents and Short-term Investments, was invested with the Province of Manitoba.

14. RISK MANAGEMENT

Financial instruments are exposed to risk through the normal course of operations. UCN has exposure to the following risks from its use of financial instruments:
credit risk, liquidity risk, market risk, interest rate risk and foreign currency risk.
These risks are managed through the university college's collection procedures, investment guidelines and other internal policies, guidelines and procedures.

1. Credit Risk

Credit risk is the risk that one party to a financial instrument fails to discharge an obligation and causes financial loss to another party. The carrying amount of financial assets represents that maximum credit exposure. The maximum exposure to credit risk as of June 30 was:

	Carrying Amount	
	2009	2008
Financial assets head for trade:		
Cash and cash equivalents	$ 8,648,878	$ 9,616,824
Short-term investments	252,600	52,600
Loans and receivables:		
Accounts receivable	2,773,795	2,974,313
Due from Province of Manitoba		
- vacation and severance benefits	1,546,089	1,546,089
Totals	$ 13,221,362	$ 14,189,826

The investments of the university college are purchases made with excess cash intended to be for short periods of time. The investments held by UCN are not exposed to significant credit risk as they are held by the Province of Manitoba.

The credit risk from accounts receivable is relatively low as the majority of receivables are from students, contract training and from government agencies. Credit risk from student receivables is managed through registration cancellation and by maintaining standard collection procedures. Credit risk for contract training is managed through standard collection procedures. UCN establishes an allowance for doubtful accounts that represents it estimate of potential credit losses. The allowance for doubtful accounts is based on management's estimates and assumptions regarding current market conditions, client analysis and historical payment trends. These factors are considered when determining whether past due accounts are allowed for or written off. Amounts due from the the Province of Manitoba are typically collected when due.

Due from Province of Manitoba – vacation benefits are based on the estimated value of the corresponding liability as at April 1, 1998 when Keewatin Community College (precursor to UCN) assumed responsibility for these expenditures.
Due from Province of Manitoba – severance benefits are based on the corresponding actuarial liability for severance benefits as at April 1, 1998. The receivable will be paid by the Province when it is determined that the funding is required to discharge the related vacation and severance benefits.

14. RISK MANAGEMENT *(continued)*

2. Liquidity Risk

Liquidity risk is the risk that the university college will encounter difficulty in having available sufficient funds to meet its commitments.

The cash flow of operating funds is prepared on a just in time basis. The short term funds of the university college are invested so that maturity dates coincide with cash requirements. Term investments can be withdrawn prior to the maturity date if needed.

3. Market Risk

Market risk is the risk that changes in market prices, such as interest rates and foreign exchange rates, will affect UCN's income or the fair values of its financial instruments. The significant market risk UCN is exposed to is interest rate risk.

4. Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. UCN is not exposed to significant interest risk as all investments held are short-term in nature and are held by the Province of Manitoba.

5. Foreign Currency Risk

Foreign currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rate. UCN is not exposed to significant foreign currency risk as it does not have any financial instruments denominated in a foreign currency.

15. CAPITAL MANAGEMENT

The university college's capital comprises its fund balances, which include unrestricted funds, internally restricted funds, externally restricted funds, and funds invested in capital assets.

General Fund

The university college's objective in managing its operating capital is to maintain sufficient capital to cover its costs of operations. The university college manages its operating capital through an operating budget which is approved by the Governing Council and the Council on Post Secondary Education (COPSE).

Restricted Funds and Endowment Fund

The university college also maintains externally and internally restricted funds and an endowment fund.

The restricted funds are managed with the objective to spend the funds in accordance with the various terms and not spend beyond the resources that have been provided.

The endowment fund is managed with the long term objective of preserving the capital of the individual endowment accounts. The goal is to earn investment returns, adjusted for inflation, which will support the ongoing expenditure and commitment of the fund.

As at June 30, 2009, the University College of the North has met its objectives with respect to its capital requirements. There have been no significant changes to the university college's capital management objective, policies and processes in the year.

16. INTER-FUND TRANSFERS

Inter-fund transfers at June 30 are as follows:

	Unrestricted			Internally Restricted		Capital Assets Fund	Capital Campaign Fund	Student Award Fund	Endowment Fund
	UCN Fund	IUS Fund	NFDC Fund	UCN Fund	IUS Fund				
Fiscal Stabilization	$ 166,970	$ -	$ -	$ (166,970)	$ -	$ -	$ -	$ -	$ -
Programming Initiatives	580,349			(580,349)					
Innovations		46,370			(46,370)				
Close NFDC to UCN	60,824		(60,824)						
Capital Campaign contribution to UCN	6,266						(6,266)		
Reverse prior year interest transfer								492	(492)
June 30, 2009	$ 814,409	$ 46,370	$ (60,824)	$ (747,319)	$ (46,370)	$ -	$ (6,266)	$ 492	$ (492)
June 30, 2008	$(2,308,118)	$ (12,094)	$ -	$ 2,322,420	$ 12,094	$ (14,302)	$ -	$ (492)	$ 492

17. COMPARATIVE FIGURES

Certain of the comparative figures have been reclassified to conform to the financial statement presentation adopted for the current year.

UNIVERSITY COLLEGE OF THE NORTH

STATEMENT OF FINANCIAL POSITION - GENERAL

JUNE 30

	UCN Fund	IUS Fund	Total 2009	Total 2008
ASSETS				
CURRENT				
Cash and cash equivalents	$ 7,174,424	$ 1,335,053	$ 8,509,477	$ 9,421,825
Accounts receivable (Note 3)	2,414,669	107,903	2,522,572	2,973,820
Due to/from other funds	234,088	(234,088)		
Due from Province of Manitoba (Note 5)	752,589		752,589	752,589
Inventory	147,124		147,124	127,315
Prepaid expenses	254,520		254,520	151,918
	10,977,414	1,208,868	12,186,282	13,427,467
LONG TERM				
Capital assets (Note 4)	3,022,387	94,504	3,116,891	2,706,175
Due from Province of Manitoba (Note 5)	788,490	5,010	793,500	793,500
	3,810,877	99,514	3,910,391	3,499,675
TOTAL ASSETS	$ 14,788,291	$ 1,308,382	$ 16,096,673	$ 16,927,142
LIABILITIES				
CURRENT				
Accounts payable and accrued liabilities (Note 6)	$ 1,485,312	$ 311,858	$ 1,797,170	$ 2,820,315
Deferred revenue	538,675		538,675	222,712
Deferred contributions (Note 7)	3,435,630		3,435,630	3,387,588
Accrued vacation benefits	2,131,240	77,386	2,208,626	1,925,083
	7,590,857	389,244	7,980,101	8,355,698
LONG TERM				
Deferred contributions related to capital assets (Note 8)	2,031,528	94,506	2,126,034	1,686,737
Accrued severance benefits (Note 9)	1,487,136	66,018	1,553,154	1,383,051
	3,518,664	160,524	3,679,188	3,069,788
FUND BALANCES				
FUND SURPLUS (DEFICIT)				
NET ASSETS INVESTED IN CAPITAL ASSETS	990,859		990,859	1,019,437
NET ASSETS INTERNALLY RESTRICTED (Note 12)	2,539,892	758,614	3,298,506	4,092,195
UNRESTRICTED NET ASSETS	148,019		148,019	390,024
	3,678,770	758,614	4,437,384	5,501,656
TOTAL LIABILITIES & FUND BALANCES	$ 14,788,291	$ 1,308,382	$ 16,096,673	$ 16,927,142

UNIVERSITY COLLEGE OF THE NORTH

STATEMENT OF OPERATIONS - GENERAL

YEAR ENDED JUNE 30

	UCN Fund	IUS Fund	Total 2009	Total 2008
REVENUES				
Grants				
Council on Post-Secondary Education	$ 22,105,234	$ 1,010,323	$ 23,115,557	$ 23,540,296
Other Province of Manitoba	526,787		526,787	612,443
Government of Canada				16,830
Amortization of deferred contributions related to capital assets	304,480	23,748	328,228	203,279
Ancillary sales and services	1,734,795		1,734,795	1,640,844
Investment income	162,228	4,545	166,773	392,153
Contract training	1,845,257		1,845,257	2,911,782
Tuition and student fees	2,421,209	297,603	2,718,812	2,504,425
Other revenue	1,148,237	75,504	1,223,741	1,038,143
Gain (loss) on disposal of capital assets	19,011	4,000	23,011	(4,509)
	30,267,238	1,415,723	31,682,961	32,855,686
EXPENSES				
Advertising	283,220	5,773	288,993	249,916
Amortization of capital assets	329,569	23,748	353,317	220,418
Bad debts (recovery)				38,237
Cost of goods sold	986,735		986,735	973,546
Employee benefits	2,186,129	79,004	2,265,133	1,917,066
Insurance	191,926	5,720	197,646	82,476
Library acquisitions	190,893		190,893	272,627
Facility costs	872,873		872,873	817,388
Furniture and minor equipment	860,019	6,972	866,991	1,769,626
Loss on inventory write down				38,848
Maintenance and repairs	131,872	5,353	137,225	107,998
Operational supplies and services	3,209,226	369,423	3,578,649	3,538,333
Property taxes	501,500		501,500	497,329
Rentals and leases	422,876	14,292	437,168	400,757
Salaries	19,070,913	807,435	19,878,348	18,732,862
Telephone and communication	545,336	10,101	555,437	531,550
Travel and hospitality	1,390,002	134,271	1,524,274	1,393,758
Utilities	118,317		118,317	128,019
	31,291,406	1,462,092	32,753,499	31,710,754
EXCESS REVENUES (EXPENSES)	$ (1,024,168)	$ (46,370)	$ (1,070,538)	$ 1,144,932

UNIVERSITY COLLEGE OF THE NORTH

STATEMENT OF CHANGES IN FUND BALANCES - GENERAL

YEAR ENDED JUNE 30

	Unrestricted				Internally Restricted				Total	
	UCN Fund	IUS Fund	NFDC Fund	Unrestricted Total	UCN Fund	IUS Fund	Internally Restricted Total	Net Assets Invested in Capital Assets	2009	2008
FUND SURPLUS (DEFICIT), *beginning of year*	$ 329,200	$ -	$ 60,824	$ 390,024	$ 3,287,211	$ 804,984	$ 4,092,195	$ 1,019,437	$ 5,501,656	$ 4,356,724
EXCESS REVENUES (EXPENSES)	(1,024,168)	(46,370)		(1,070,538)					(1,070,538)	1,144,932
CHANGE IN NET ASSETS INVESTED IN CAPITAL ASSETS										
Amortization of capital assets	329,569	23,748		353,317				(353,317)		
Amortization of deferred contributions related to capital assets	(304,480)	(23,748)		(328,228)				328,228		
Disposal of capital assets	3,489			3,489				(3,489)		
INTER-FUND TRANSFERS (Note 16)	814,409	46,370	(60,824)	799,955	(747,319)	(46,370)	(793,689)		6,266	
FUND SURPLUS (DEFICIT), *end of year*	$ 148,019	$ -	$ -	$ 148,019	$ 2,539,892	$ 758,614	$ 3,298,506	$ 990,859	$ 4,437,384	$ 5,501,656

UNIVERSITY COLLEGE OF THE NORTH

SCHEDULE 1

SCHEDULE OF OTHER GRANT REVENUE (unaudited)

YEAR ENDED JUNE 30

	2009	2008
Province of Manitoba		
Adult Learning Centre	$ 398,200	$ 387,511
Computer Based Learning System	86,179	114,429
Essential Skills Assessment/Enhancement		25,000
Protection Services	4,811	48,937
Summer Enrichment	37,597	
	$ 526,787	$ 575,877

SCHEDULE 2

SCHEDULE OF ANCILLARY SALES AND SERVICES (unaudited)

YEAR ENDED JUNE 30

	2009	2008
Bookstore	$ 1,095,727	$ 1,109,679
Cafeteria	279,104	234,715
Residence	359,964	288,122
	$ 1,734,795	$ 1,632,516

SCHEDULE 3

SCHEDULE OF TUITION AND STUDENT FEES (unaudited)

YEAR ENDED JUNE 30

	2009	2008
Apprenticeship	$ 977,590	$ 833,467
Core-funded programs	1,360,644	1,265,566
Continuing Educ		
Credit courses	52,284	89,055
Non-credit	30,691	28,927
	$ 2,421,209	$ 2,217,015

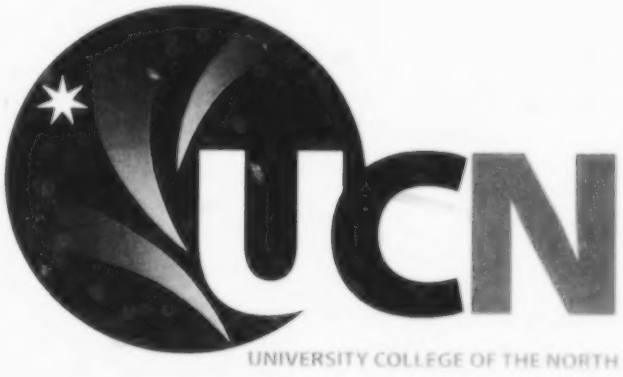
UNIVERSITY COLLEGE OF THE NORTH

SCHEDULE 4

SCHEDULE OF UCN EXPENDITURES BY FUNCTION (unaudited)

YEAR ENDED JUNE 30

	Salaries & Benefits	Other	TOTAL 2009	TOTAL 2008
Academic	$ 11,113,282	$ 1,612,863	**$ 12,726,145**	$ 11,768,917
Administration	3,042,587	2,483,215	**5,525,802**	4,624,827
Ancillary Sales & Service	637,349	1,173,129	**1,810,478**	1,647,639
Continuing Education	151,770	12,756	**164,526**	175,981
Library	424,554	337,980	**762,534**	767,805
Contract Training	1,416,338	471,612	**1,887,950**	2,701,736
Insurance Claims		116,160	**116,160**	15,140
MIS	813,907	539,556	**1,353,463**	2,274,417
Plant	618,152	2,160,075	**2,778,227**	2,676,500
Program Support	3,037,374	1,128,747	**4,166,121**	3,616,279
	$ 21,255,313	$ 10,036,093	**$ 31,291,406**	$ 30,269,241



SCHEDULE OF PUBLIC SECTOR COMPENSATION

June 30, 2009

P.O. BOX 3000, THE PAS, MANITOBA, CANADA, R9A 1M7
(204) 627-8500
www.ucn.ca

OFFICE OF THE
AUDITOR GENERAL

AUDITORS' REPORT
Schedule of Public Sector Compensation Disclosure

To the Lieutenant Governor in Council
To the Legislative Assembly of Manitoba
To the Governing Council of the University College of the North

We have audited the Schedule of Public Sector Compensation Disclosure of the University College of the North for the year ended June 30, 2009, prepared in accordance with Section 2 of The Public Sector Compensation Disclosure Act. This financial information is the responsibility of the University College's management. Our responsibility is to express an opinion on this financial information based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial information is free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial information. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the financial information.

In our opinion, this schedule presents fairly, in all material respects, the employee compensation payments of the University College of the North for the ended June 30, 2009, in accordance with the provisions of The Public Sector Compensation Disclosure Act.

Office of the Auditor General

Winnipeg, Manitoba
September 25, 2009

500 - 330 Portage Avenue, Winnipeg, Manitoba R3C 0C4 (204) 945-3790 (204) 945-2169

SCHEDULE OF PUBLIC SECTOR COMPENSATION DISCLOSURE

For the year ended June 30, 2009

As per the Public Sector Compensation Disclosure Act of the Province of Manitoba, Section 2(1)(b), the University College of the North is required to disclose to the public the aggregate compensation paid to the University's Board members. In 2008/09, the University paid, in aggregate, $33,000 to the Governing Council, and $10,350 to the Elders' Council.

Under Section 2(1)(c) of the Public Sector Compensation Disclosure Act, the University must disclose the amount of compensation it pays or provides in the fiscal year, directly or indirectly, to, or for the benefit of, each of its officers, employees and council members, where compensation is $50,000 or more. For the 2008/09 fiscal year, the required compensation disclosure is as follows:

Name	Position	Compensation
AMINE ALI	Instructor	$ 55809
ANDERSON DAVID	Instructor	59399
ANDERSON LINDA	Instructor	67327
BACHINGER JACOB	Instructor	71074
BAFFOE DOMINIC	Administrative Applications Specialist	71427
BALLANTYNE LORETTA	Training Consultant	69131
BALLANTYNE MICHELLE	Instructor	70138
BARBEAU SUSAN	Instructor	69735
BARBER SANDRA	Instructor	77324
BARTLETT FAYE	Instructor	70982
BEREZITZKY FERAUNA	Instructor	71938
BEST CINDY	Regional Centre Coordinator	51580
BOLAND ROBERT	Instructor	71770
BOLTON CORALEE A	Instructor	69332
BURIK RICHARD	Instructor	69586
CAMERON DENNIS	Instructor	69586
CARLSON BARBARA	Instructor	66753
CARRIERE TANYA	Financial Awards Officer	54572
CASTEL RONALD	Human Resources Officer	57614
CHARRON JANET	Public Relations Manager	64838
CLARKE LAVINA	IUS Manager	83284
CLARKSON RAYMOND	Instructor	69282
COLE PETER	Associate Professor	81987
COLLETTE PAUL	Instructor	60986
CONSTANT PHILLIP	Instructor	66528
COOK MONICA	Northern MB Sector Council Essential Skills Coordinator	90262
CROWE AARON	Instructor	65959
CROWTHER INGRID	Program Coordinator	87390
CUSTER DEAN	Instructor	53220
DECORBY DIANNE M	Assistant Program Coordinator	60616
DEWAR LOUISE	Recruitment Officer	65623
DOMAN SHELLY	Librarian	51690
DUBESKY CHRISTA	Instructor	77914
DUCHARME SHAWN	Administrative Applications Specialist	58356
DUNCAN DENISE	Recreation Coordinator	63978
ELASCHUK JUDITH	Secretary – Governing Council	55928
FENNER RHONDA	Instructor	72479
FIEDLER CLARA	Coordinator, Enrollment Services	52622
FIRMAN BRENDA	Assistant Professor	58874
FITZPATRICK JACKIE	Student Counselor	67431
FJERMESTAD B JANIS	Human Resources Assistant	54205
FLETT SHAUNA	Instructor	55780

Name	Position	Compensation
FRECHETTE CHARLENE	Instructor	$ 59140
FRIESEN KEN	Assistant Professor	58611
GAGNE SUZANNE	Training Consultant	85127
GALE DONALDA	Coordinator, Enrollment Services	50159
GALE GORDON R	Instructor	78025
GARDINDER AL	Dean of Education	101766
GARDNER STANLEY	Dean of Library and Instructional Services	89956
GARRIOCH PETER	Training Consultant	77848
GEMMILL ROBERT	Instructor	71982
GEORGE FRANK	Regional Centre Coordinator	50881
GIRLING CAROL M	Director, Enrolment Services & Registrar	84999
GOODRIDGE NANCY	Administrative Coordinator	75914
GOSSFELD EMMA	Elder	67675
GRAHAM KELLY J	Administrative Applications Specialist	68903
GRANDY JASON	Instructor	70164
GUIBOCHE GINA	Dean of Student Development	83805
GUIMOND ZELMA	Instructor	63762
HANSEN JOHN	Lecturer	71344
HEIDMAN WARREN	Instructor	52092
HELSTROM ROBERT	Instructor	69282
HENNING DENISE	President	161280
HENNING JOHN L	Coordinator	50457
HILDEBRANDT JASON	Instructor	51214
HNIDY SHAWN	Instructor	50794
HOBBS PERRY	Building Service Supervisor/Admin Officer	69554
HOFLEY JOHN	Dean of Arts and Science	104900
HOLOWACHUK LESLIE	Academic Advisor	53852
HOPTON KEVIN	Instructor	67671
HOWATT BIJOU	Instructor	69800
JEFFREY GARY	Instructor	73840
JONASSON KONRAD C	Vice President, Community-Based Services	101357
KELLINGTON BRUCE	Instructor	54492
KINES DARYL	Director, Information Technology	103928
KING DAVID	Assistant Professor	73805
KITCHEKEESIK RUBEENA	Instructor	77483
KLIMCHUK PATRICIA	Instructor	69282
KNUDSON MURRAY	Instructor	69907
KOPEECHUK MYRNA	Instructor	75843
KOZAK RICHARD	Instructor	75529
KOZUN DONNA	Instructor	74663
KRUK BORYS	Instructor	84254
LAGIMODIERE JULYDA	Coordinator Learning Assistance Centre	68147
LANGLOIS DARRYL	Educational Assistant	56590
LAUVSTAD DOUGLAS	Director, Northern MB Labor Market Sector Council	90262
LAYCOCK KIMBERELY	Instructor	73011
LEARY KATHLEEN	Vice-President, Administration	113613
LOEWEN BRIAN D	Academic Service Coordinator	63928
LOGEOT MICHELLE	Instructor	70804
LOYIE BUDDY	Instructor	56621
LUNDIE DAVE	Regional Centre Coordinator	52681
MADRIGGA DONNA	Finance Analyst	55665
MARION JAMES	Instructor	66333
MARTIN JOHN	Elder	90262
MASON MATTHEW	Student Counselor	54802
MATHESON SUE	Assistant Professor	89716

Name	Position	Compensation
MCALORUM SHANNON	Librarian	$ 62138
MCDONALD G WADE	Instructor	70278
MCDONALD WILLIAM A	Director, Keewatin Adult Learning Centre	103654
MCGREGOR MARIE	Instructor	72018
MCKAY ARCHIBALD	Assessment Officer	56594
MCKEE TERRALYN	Instructor	68803
MCLAUCHLAN AL	Instructor	77104
MCLEOD PHYLLIS	Student Counselor	64859
MCLEOD SHARON	Instructor	78494
MCNAUGHTON KATHRYN	Vice-President, Academic & Research	145271
MELKO GARY	Instructor	71408
MELNICK LINDA	Director, Academic Development	88730
MENARD CAMERON	Instructor	69842
METCALFE JAMES	Finance Supervisor	54362
MEYER MARILYN	Instructor	72717
MICHELL MARTHA	Instructor	65772
MINISH MICHELLE	Academic Advisor	64326
MINNIS JOHN	Associate Professor	92712
MIRZA-AGHA MEHRDAD	Instructor	86284
MISLING ROLAND	Instructor	77699
MITCHELL RACHEL	Instructor	63205
MOEN TAMMY	Student Success Officer	61049
MOLYNEAUX CARRIE L	Pay & Benefits Coordinator	65554
MOORE PATRICIA	Instructor	74320
MORRISON ALLAN	Instructor	69380
MUILENBURG SANDRA J	Chief Financial Officer	121940
MUNRO MICHAEL	Assessment Services Coordinator	81765
MURRAY BOB A	Training Consultant	69271
NATHANIEL VIRGIL	Associate Professor	77946
NEMETH SUZZANNE	Executive Officer and Advisor to the President	67189
NORDICK CINDY L	Instructor	73677
NUNODA PETER	Dean of Health Studies	104578
OMAN MURRAY	Instructor	69586
OREDEGBE ABAYOMI	Instructor	56614
PASKARUK ARNOLD E	Instructor	69282
PAUL TROY	Instructor	62047
PAUPANAKIS ADELE	Instructor	61017
PEARCE JUDY	Thompson Campus Manager	73137
PENNER ROBERT	Instructor	84120
PETER SELVIN	Dean of Trades and Technology	104157
POLISCHUK GERALD	Instructor	69282
PRINGLE CONSTANCE	Dean of Business	104212
REDDY CHRIS R	Institutional Researcher/Senior Advisor	115004
REID CAROLE	Instructor	61289
REIMER CAROLE	Computer Services Technician	51923
ROBINSON ANDREA	Instructor	56643
ROBINSON KRYSTLE	Assessment Officer	51778
ROBINSON ROBERT	Instructor	66053
ROQUE BRIAN	Media Services Technician	67822
ROWDEN DENISE	Instructor	61650
SANDBERG JOAN	Academic Advisor	68146
SANDERSON CLEMENT	Academic Specialist	69206
SANDERSON ESHTER	Curriculum Consultant	77612
SHAND DELWIN W	Administrative Applications Specialist	69910
SHAND DORIS	Instructor	61659

Name	Position	Compensation
SIMPKINS MAUREEN	Assistant Professor	$ 71461
SINCLAIR ELSIE	Academic Advisor	66988
SKOKUN RONALD	Instructor	56261
SOLIMAN MOHAMED	Instructor	75904
SOUCY FREDERICK	Instructor	69696
SPITTAL JANET	Instructor	56628
SRINIVAS KOPPADA	Instructor	73516
STEPANIUK JEFFRAY	Instructor	73320
STOYKO MICHAEL	Instructor	65333
SWANSON IRVIN	Regional Centre Coordinator	67650
SZESZYCKI JUDITH	Instructor	71770
TAVENER NATALIE	Residence Manager	57319
TAYLOR RICHARD	Instructor	78448
TEREPA MICHAEL S	Instructor	70770
TROWELL WILLIAM	Instructor	71770
TURNER LESLIE	Coordinator ininiwi kiskinwamakewin Centre	68146
VEISSIERE SAMUEL	Assistant Professor	81687
WADELIUS ANGELA	Bookstore Manager	51633
WALLWIN NOREEN	Instructor	72074
WASYLIK BRENDA	Instructor	73813
WHEATON JANET	Instructor	57862
WIEBE JACINTA	Instructor	71702
WILCHOWY DANIEL	Administrative Application Specialist	85363
WILLIAMS TIMOTHY	Instructor	65320
WILLIAMSON DAVID	Instructor	78017
WILLIAMSON MICHAEL	Instructor	68803
WOLANSKI BETTY	Instructor	55350
WOLANSKI-MCGIRR LISA	Instructor	73292
YOUNG DORIS	Assistant to the President on Aboriginal Affairs	102928
ZERAN VICKI	Instructor	77020

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